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Ready for retirement?

the labour gazette

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Labour Canada Travail Canada

Celebrating 75 years of service
Au service des Canadiens depuis 75 ans

contents

Vol. 75, No. 12, December 1975

ARTICLES

882 **Early Retirement Pitfalls**
by Clayton Sinclair

888 **It Pay to Plan**
by Ted Weinstein

892 **Canada's Personnel People**

895 **Continual Dialogue—The Key to Better Industrial Relations**
by Shirley Plowman

899 **The Beginnings of the Labour Movement in Québec**
by Cyrille Felteau

905 **Industrial Relations in Québec Since the "Quiet Revolution"**
by Shirley B. Goldenberg

910 **Anatomy of a Strike**
by Linda Cahill

DEPARTMENTS

870 News Briefs

913 Books

917 Forum

921 Legal Decisions

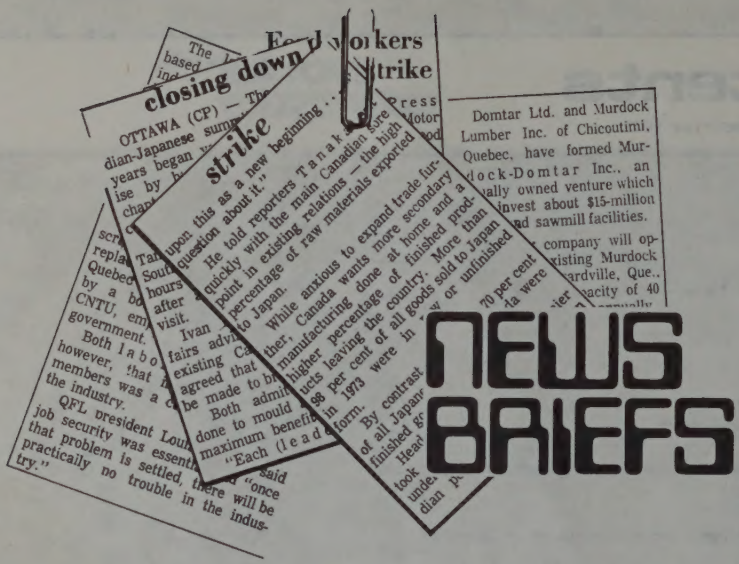
922 Fifty Years Ago

923 Prices and Employment

925 Conciliation

928 Additions to the Library

932 Labour Statistics



Quebec Safety Study

The *Montreal Star* says lack of government interest may scuttle the recommendations of a special study that calls for a complete revision of industrial safety and rehabilitation in Quebec. (LG, Oct., p.677)

The newspaper quotes Dr. Alphonse Riverin, who headed the 15-month study as saying he is afraid government "lethargy" could stall the implementation of its recommendations.

Its major recommendation was that responsibility for industrial safety—now scattered among several agencies and departments—be concentrated under a central board that would administer one central code.

In an editorial, the newspaper commented: "The indifference of the Quebec government to problems of industrial safety is approaching the point of scandal."

Worst Accident Record

A commission of inquiry found the collieries operated by the Cape Breton Development Corporation to have the worst accident rate of any industry it encountered.

Labour Minister John Munro, who released the commission's report in September, agreed the situation was "extremely serious," and said it would not be allowed to continue. Officials of his department were advising the corporation on implementing the commission's recommendations, and, where necessary, issuing directives for remedial action.

He also said the coal mine safety regulations under the Canada Labour Code will be amended to strengthen the department's ability to regulate more effectively physical and general working conditions that led to the Devco situation.

The commission found an "excessive" number of injuries in the coal mines. During the 1968-73 period, the Workmen's Compensation Board received 14,850 claims from Devco workers. Most were for temporary disability, but only 103 were non-compensable, 22 were for fatal injuries and 217 for permanent disability, due either to accident or impairment of lung functions due to silicosis.

The commission made 83 recommendations, calling not only for safer working conditions and prompter reporting and handling of injuries, but also for a more positive attitude to "safe and careful working conditions" by both management and unions.

It also said its findings indicate that not all claims for workmen's compensation were legitimate, and said income tax, particularly on the higher incomes in the mines, had an effect on this:

"A comparison of the cash flow from employment with the cash flow received from workmen's compensation awards showed that in some cases, more remuneration is obtained from compensation payments than from wages.

"Wages for miners at Devco ranged in 1974 from about $30.65 a day to $37.00 a day—from about $8,000 a year to $9,600 a year, for 260 days work. Combined federal plus provincial income tax rates on the upper increments of earnings in this range are approximately 28 to 32 per cent, depending on personal exemptions, leaving 72 per cent to 68 per cent net. On the other hand, workmen's compensation payments for partial disability are not subject to income tax and, in Nova Scotia are paid at a rate of 75 per cent of average weekly earnings in the previous twelve months—based on earnings of up to $9,000.

The commission added: "A married man with three dependants and with average earnings of $8,100 per year

vould receive $6 more if he were eceiving compensation for one week luring a year instead of wages for hat week, $25 more if he were off vork for a month, and $43 more if he vere off work for two months. In such circumstances, the extension of convalescence as long as possible after an injury makes good economic sense."

The commission, which started its work in the fall of 1974, was headed by Prof. T.H. Patching of the University of Alberta. Its other members were R.L. Smith, former chief engineer of mines for the province of Ontario, and H.E. Weisbach, vice-chairman of the Canadian Labour Congress' national advisory committee on occupational health and safety.

Safety Campaign Succeeds

A three-year safety campaign, launched in the federal public service early in 1972, has reduced work injury rates by 9.2 per cent. The Treasury Board says the campaign has meant a potential avoidance of 4,200 work injuries. It is being followed by a new two-year campaign called "Accent Safety."

Coke-Oven Safety

Proposed regulations to protect 15,000 U.S. coke-oven workers have been criticized by both the steel industry and the United Steelworkers of America.

Union spokesmen say the federal government followed a "politically inspired strategy" by rejecting recommendations of an advisory committee and by adopting proposals "more acceptable to industry."

The labor department's Occupational Safety and Health Administration did substitute its own provisions for several key recommendations from the committee. The committee was composed of union, industry and public representatives, with the industry delegates outvoted on several major issues.

Industry spokesmen complained that the administration ignored evidence in favour of less costly emission control standards industry would have accepted. The administration says its proposed standards would cost $500 million to implement, and this would raise the cost of coke by $5.20 a ton—a figure the union disputes.

All three parties agree that coke-oven work is hazardous, and accept evidence that an agent produced by coal combustion causes cancer.

One of the union's major complaints is that the regulations would not guarantee a worker's pay and seniority if he had to be moved to another job because continued exposure to oven fumes was damaging his health. The union says workers won't voluntarily submit to medical examinations if they feel their job security is threatened.

Seek Earlier Retirement

As part of several planned anti-inflation measures, President Giscard d'Estaing of France has promised to reduce the country's 40-hour workweek and lower the retirement age from 65. However, he has not said by how much, and he intends to consult both unions and employers before deciding.

The country's major labour federations are expected to press for lowering the retirement age to 60, which would release an estimated 800,000 jobs. Unemployment reached 700,000 in the fall, and is expected to be even higher before winter ends.

More Paid Holidays

The percentage of office employees receiving 10 or more paid holidays a year rose from 46 per cent in 1969 to 80 per cent in 1974, according to the 1974 report on *Working Conditions in Canadian Industry*, prepared by the Canada Department of Labour.

The report, based on the annual survey of wages and working conditions conducted by the department, shows that, proportionately, greater gains in holidays were made by "non-office and other employees" such as sales and operating personnel. While 29 per cent of them had 10 days or more paid holidays in 1969, the percentage had risen to 69 by 1974.

The percentage of office employees covered by collective agreements rose dramatically from 19 to 33 during the same period, but the percentage gain for other workers was comparatively small: from 62 to 67.

While 79 per cent of office employees worked less than 40 hours a week in 1969, 86 per cent worked less than 40 hours in 1974. The percentage of other workers in that category rose from 8 per cent in 1969 to 19 per cent in 1974.

Copies of the 106-page report may be obtained from Information Canada, Catalogue No. L-2-15/1974.

British Pension Plan

Britain's Parliament has passed legislation under which millions of married couples will retire on half-pay or more, with pensions protected against inflation.

"A turning point in the social history of Britain," was the comment of Barbara Castle, Britain's social services minister, when the Social

Security Pensions Act became law in September. "The legislation ends class and sex inequality in social security," she said.

The government regards it as one of the most important social advances since the Beveridge social security reforms of the 1940s.

The program comes into operation in April, 1978, and the first improved pensions will be paid out a year later. The program is aimed both at ending pension discrimination against women, and at giving preferential treatment to lower-paid and older workers.

Every working man and woman will receive a pension based on his or her earnings. The pensions of workers who pass their earning-peak years before they retire, will be based on their 20 best-paid years.

All pensions will be fully protected against inflation because they will be kept in line with proportionate wage gains by workers.

For the first time, a woman will get the same benefits as a man earning the same wages. A wife who has to leave work to rear children or care for a sick or elderly relative will keep her pension rights. Widows over 50 or widowed mothers will inherit whatever pension their husbands would have received.

Until the new program goes into effect, the present flat-rate retirement pension will continue, but the government plans regular increases as average earnings rise.

Flextime Advocated

A senior management authority has this advice for employers: If you aren't more flexible about adapting working schedules and conditions to your workers' home and family needs, you may lose them to employers who are.

Richard J. Schonberger of the University of Michigan Graduate School of Business Administration points out that for the vast majority of workers, home and family are the first concern, while job and career rank second.

"Relaxing rigid employment practices in order to accommodate workers' private needs has the potential to be more effective and less costly than many of the more manipulative attempts at managing human resources that are traditional," he writes in *Human Resources Management*, the school's journal. "Indeed, as more firms develop innovative policies for more flexible employment, employers that are slow to change may face serious problems in attracting and retaining a competent workforce." He suggests more use of flextime—flexible working hours—and questions the validity of compulsory overtime: it is resented by many employees and deprives others of an opportunity to work.

Some of his other suggestions: sabbaticals, job-change options, career changes, re-education for other jobs in the firm, and a summer-off option for parents of school-age children.

More but Shorter

Less working time was lost because of industrial disputes during the first six months of 1975 than during the corresponding period of 1974.

The Canada Department of Labour reports 597 work stoppages during the period January to June 1975, involving loss of 3,353,754 man-days, or 0.37 per cent of estimated working time.

Although there were fewer stoppages during the first six months of 1974—575—they lasted a total of 5,205,060 man-days, or 0.53 per cent of working time.

Professional Jobs Increase

Job openings for executives, accountants, engineers, scientists and other professionals increased by 8.1 per cent during the third quarter of 1975, according to the Technical Service Council, a non-profit placemen and personnel consulting service based in Toronto. However, total openings are still 21 per cent fewer than during the record high at the end of September, 1974.

Consulting engineers and process industries continued to be the most active recruiters, with the specialized experiences needed by them in such short supply that some employers had started recruiting in Europe.

About $23 billion in capital expenditures by industry helped buoy the sagging job market in the appliance, textile, mining and railway industries. But recent high interest rates have discouraged the construction of some new plants, and the job market for professionals may fluctuate for about six months.

Demand, however, appeared good for mechanical draftsmen, electronic technologists, electrical draftsmen, civil draftsmen, petroleum engineers, industrial engineers, personnel managers and electronic engineers. But plant engineers and mechanical project engineers headed the list of candidates most in demand. Next were experienced municipal engineers, structural designers, electrical engineering designers, chemical process engineers, civil project engineers, accountants, systems analysts, computer programmers and sales engineers.

But openings for purchasing agents were 36 per cent below the 1974 figure, and for foremen, 42 per cent below. Job openings were relatively scarce for lawyers, market researchers, operational researchers, foresters, physicists, physical metallurgists, technical illustrators, research

hemists, biologists, technical writers, s well as for new graduates in nd new Ph.D. graduates in ngineering and science.

Bonuses for Managers

Bonuses are becoming a more important way for firms to compensate management ranks, according to a survey by H.V. Chapman and Associates. The survey found that executive salaries at the beginning of 1975 averaged 14 per cent more than at the beginning of 1974, but bonuses were up even higher.

In manufacturing, for example, bonuses were up by an average 28 per cent. In financial institutions bonuses rose only 10 per cent. But, bonuses generally are less significant in financial institutions, with only 28 per cent of management personnel eligible for them, compared with 62 per cent in manufacturing.

Generally, senior management received higher percentage salary and bonus increases than did middle-management, the survey shows.

Highest average salary increases for management were in investment—more than 50 per cent; petroleum—about 45 per cent; and banking—about 42 per cent. Regionally, managers in the Prairies and the Atlantic Provinces had the biggest percentage increases.

Handicapped Good Workers

A survey by the Canadian Chamber of Commerce found business and industry are generally unaware that many handicapped workers are productive and that there are federal, provincial and private programs available to help industries employing the disadvantaged.

About 50 per cent of the 481 companies that responded to the survey said they have employed handicapped people, and, generally speaking, found them as productive as other workers.

The report pointed out that after the Second World War, the Department of Veterans Affairs was able to place 95 per cent of the disabled veterans in the regular labour force, "with a resulting high degree of employer satisfaction."

The survey found many employers unaware of Workmen's Compensation Board programs to subsidize necessary structural changes in work places for handicapped people, and wage subsidies beginning at 75 per cent of wages, for up to a year. The report also pointed out that Canada Manpower will pay up to 85 per cent of a handicapped employee's wages for a full year.

However, 60 per cent of respondents indicated they would be willing to support a voluntary program aimed at employing more handicapped people, and 86 per cent indicated they would approve of the Chamber of Commerce spending part of its budget on the program.

The survey was carried out in response to a request from the Department of National Health and Welfare.

PS Policies For Handicapped

A study is being conducted of the public service's practices in the hiring of handicapped people.

The study is being conducted by the Public Service Commission and the Department of Manpower and Immigration, to "increase the employment in the Public Service of Canadians with special needs."

Four demonstration projects—in Montreal, Toronto, Vancouver and the Ottawa-Hull region—will involve contact with voluntary agencies, including the Canadian National Institute for the Blind and the Canadian Association for the Mentally Retarded.

The job performance and job satisfaction of persons who enter the public service through the program will be assessed after six months. The study is expected to lead to recommendations to the minister of manpower and immigration and to the chairman of the Public Service Commission.

Hostile to Minorities

A comparative study finds that although there is more outspoken hostility against blacks and Asians in Britain than in Canada, the actual levels of discrimination reported by these minority groups are not substantially different in the two countries.

Dr. Anthony Richmond of York University bases this conclusion on an analysis of 20 surveys made between 1962 and 1975. He says they confirm that discrimination against West Indians and "dark complexioned Negroes, especially" is widespread in Canada.

In one of the most recent surveys of minority groups, conducted in 1974 in Toronto, 59 per cent of respondents reported some personal experience of discrimination in jobs, housing, or social services.

Dr. Richmond says Britain has had more black and Asian immigrants than Canada since 1962, and his study concludes: "Canada has a long way to go before it can claim a genuinely non-discriminatory policy with regard to the admission and integration of black and Asian immigrants into Canadian society."

Race Relations Code

The British government plans to introduce a Race Relations Act that will be one of the strongest anti-discrimination laws in the world.

Home Secretary Roy Jenkins told a news conference the new law will require business and government to have minorities represented among management ranks in the same proportion as they exist in the general population.

He said also that the only private clubs that will be allowed under the new law to discriminate on grounds of race or national origin, will be ethnic benevolent-type societies.

Employers would not be allowed to set requirements for such factors as height or education unless the employer can prove that the type of work requires them. Such qualifications now have the effect of barring jobs to some racial or ethnic groups.

Jenkins added employers will also be forbidden to order workers not to wear forms of national dress such as turbans or saris, except where they would violate a safety code.

However, it would be legal for some jobs to be based on nationality. For example, a restaurant serving Chinese food in a Chinese décor would be allowed to hire only Chinese waiters.

The new law would tend to shift the burden of proof to the employer in discrimination cases, and legal redress would be through the civil rather than the criminal courts. Prosecutions could be launched either by an individual or by a new Race Relations Commission to be created under the proposed new Act.

Britain's working men's recreation and drinking clubs are likely to be most affected. There now are 4,000 such clubs with 3.5 million members who would no longer be permitted to bar membership on racial grounds.

The law would be aimed at benefiting people from India, the West Indies, Africa and Pakistan who now make up about 2.5 per cent of Britain's population. A government white paper points out that while about two of every five of the "coloured" people in Britain were born there, "the time is not far off when the majority of the coloured population will be British-born" and the time has come for "a determined effort...to ensure fair and equal treatment for all our people."

The new bill will not apply to Northern Ireland.

Jobs Go Begging

Bernard Kaplan, a correspondent for the *Montreal Star*, says that while France has banned further immigration of African and southern Mediterranean workers, it is having a hard time getting French workers to do the jobs formerly filled by immigrants.

"What the government here—and indeed elsewhere in Europe—is discovering is that, even when they have been without work for many months, most people will not take jobs as street cleaners, or in auto and other manufacturing plants," Kaplan writes.

"Because these jobs exist and need to be done, even in a relatively stagnant economy, a black market in émigré labour has again sprung up here. African workers, especially, are known to be entering France in some numbers in violation of the ban."

Kaplan quotes Prof. Charles Wisner of the Conservatoire des Arts et Métiers as saying a generation has grown up "which may prefer not to work at all rather than to work at jobs considered unpleasant, unsafe or beneath one's self-designated status."

His report also quotes France's labour minister, Michel Durafour, as saying industry and government should make these jobs attractive by raising the wages paid for them.

Durafour is quoted as observing that Switzerland made street cleaning more attractive by doubling street cleaners' salaries, shortening their hours, and providing the most modern equipment available.

The report adds: "Durafour, who has discussed this idea with the municipal authorities of Zurich and other towns where it has been carried out, said that all agree that it is less costly than 'lodging and inserting into the life of the city' the families of foreigners who would otherwise have to be recruited."

Women Miners

McIntyre Mines Limited has made a contribution to International Women's Year by hiring 13 women to work in its coal mine at Grande Cache, Alberta.

Six of them work underground at jobs ranging from timbering to running the shuttle cars. The others work in the coal preparation plant—the dirtiest area in the mine operation—where the coal is crushed, screened, washed and prepared for shipment.

Betty Griffith, officer in charge at the Grande Cache Manpower Centre, which recruited the new employees, says they are believed to be the first women hired to work in a coal mine in Canada, at least in the last 50 years. They are all doing jobs that men do, and for the same wages.

The company says that since the women started working, there has been a substantial drop in absenteeism at the mine.

Area-Wide Bargaining Sought

A plea for more area-wide negotiations has come from the Construction Labour Relations Association of Ontario after some "exceptionally high" settlements by employers who broke management ranks during the 1975 round of negotiations in the construction industry.

The association says that despite these agreements, its efforts to co-ordinate bargaining kept wage escalation to a lower level than in previous years. *CLR Report*, the Association's newsletter, says the average increase in 150 major contracts was $2.88, or about 33 per cent, over two years.

But even that was "too high," and the association blames the employers: "With the absence of any centralized control over the bargaining process, they lacked unity. The unions, on the other hand, were able to work together whenever and wherever it suited their needs."

Employers who pursued "independent and selfish" objectives promoted the unions' catch-up mentality: "This demand by unions for catch-up settlements was more frequent and forceful this year than in any previous round."

The association reports that, in all, 360,000 man days were lost in achieving the 1975 settlements, causing "enormous" financial losses to industries and lost wages of at least $29 million to the workers.

It says stability will come to the industry only through greater management strength "by reducing the number of existing contracts and developing broader and more integrated negotiations."

"This means area-wide bargaining," and the association will be making representation to the Frank Commission, appointed by the Ontario government to investigate this possibility.

COLA Loses Clout

Half the 10.2 million workers covered by major collective agreements in the U.S. are protected by some form of cost of living allowance clause.

Figures produced by the U.S. Bureau of Labor Statistics suggest that though COLA clauses are sought by workers, they seldom make up for all the purchasing power lost to inflation.

The bureau estimates that while the consumer price index rose by 12.2 per cent in 1974, the increases provided under COLA clauses averaged only 5.9 per cent.

This came about largely through limits placed in contracts on how much workers could get from their COLA clauses, but also from the time lag between the time inflation hits and the time the negotiated increases take effect.

Unions in Business

The Australian Council of Trade Unions has gone into the gasoline business. It has joined with a newly-formed company that has 16 service stations selling gasoline in Melbourne with discounts of up to 16 cents a gallon. The new company, ACTU-Enterprises Proprietary Limited, hopes eventually to operate throughout Australia.

This is not the first business venture for Australia's major trade union organization. In 1971 it went into partnership with Bourke's, a department store in Melbourne, in an effort to keep retail prices down for its members. It also operates a travel agency, ACTU New World Travel.

Profit Sharing

An economist for LO, Sweden's labour federation, has proposed a profit-sharing plan that would ultimately give employees major shareholdings in companies. Swedish unions are studying the scheme, and it may go before LO's 1976 congress.

Under the proposal, from 10 to 20 per cent of annual pre-tax profits would be converted to shares and transferred to a collectively-owned and administered employee fund, which would itself be part of a system of regional or sectoral funds.

The collectively-owned shares would be non-negotiable, and after from 20 to 35 years, the fund would be a major shareholder in the company.

Employers are critical of the proposal, saying profit sharing should be linked to individual companies and individual employees. Both the Federation of Swedish Industries and the Swedish Employers Confederation are also studying profit sharing and are expected to come up with their own proposals.

Canada Leads in Unemployment Benefits

Canada leads the non-communist industrial world in benefits to unemployed people, according to a survey conducted for the Organization for Economic Co-operation and Development (OECD).

Total transfer payments to the unemployed are slightly more than 2 per cent of disposable income or take-home pay of the work force in Canada. In the other countries

surveyed– West Germany, Japan, the U.S., Britain, France and Italy–the transfer payments to the unemployed are 1 per cent or less.

The study concludes that jobless benefits are too low in most countries, especially in Western Europe, where unemployment is expected to rise sharply this winter.

Employment Cost Index

The U.S. Bureau of Labor Statistics is launching a new Employment Cost Index in 1976. It is intended to provide a statistical series that will show how the price of labour varies over time in response to changes in the economic environment.

Many users find the existing wage measurement series inadequate for comprehensive analyses of employee pay changes over time. Generally, they have had to rely on movements of average hourly earnings.

Victor J. Sheifer, chief of the bureau's division of trends in employee compensation, says data on average hourly earnings, although timely, and providing considerable detail, "are not adequate indicators of changes in the price of labour."

"Derived by dividing employer payroll outlays by aggregate hours paid for, hourly earnings averages are influenced not only by rates of pay but also by overtime and other premium-paid work, the industrial and occupational composition of the workforce, and incentive pay plans," he writes in *Monthly Labor Review*, published by the U.S. labor department. "Moreover, the data are limited to production and non-supervisory workers and generally exclude employer outlays for fringe benefits."

The new index will present changes in the price of a standardized mix of purchased labour services, much as the Consumer Price Index presents changes in the price of a standardized "market basket" of consumer goods and services.

It is aimed at meeting the heightened interest of economists and policy makers in trends in compensation, and particularly in the relations between pay changes and shifts in other economic variables such as the price level, productivity, employment and unemployment. This heightened interest arises, of course, from the economy's inflationary trends of recent years.

The new index will use a comprehensive working definition for the price of labour–employer expenditures per hour worked for obligations incurred in employing labour–in short, the compensation package. Outlays for fringe benefits are included, along with those for wages and salaries. The index will express the average price of labour in a given period in relation to a base period with a base price of 100. Thus it will provide an overall measure of compensation change in which the behaviour of individual components–hourly employer expenditures to or on behalf of workers in specified occupations within individual establishments–are incorporated with relative employment weights.

Labour Deserves Respect

Labour Minister John Munro says it's high time Canadians recognized the importance of the labour movement in this country and accorded it the status "its size and power command."

"There is a deplorable lack of labour representation on many important policy-making and advisory bodies," he said in an address to the faculty of economics at McMaster University, Hamilton, Ontario. As minister of labour, "I have been particularly concerned over the denial to organized labour of its rightful share of economic decision-making."

Unions are no more steeped in self-interest than any other group in society. "But even if it were true that unions disregard the public good, could we really blame them when they are virtually excluded from the process through which basic decisions are made and priorities set?" he asked.

And some important decisions were not even made in Canada. Companies in Canada controlled by U.S. parent firms had refused to meet the demands of their Canadian workers, "not because the demands were excessive or unreasonable...but because they didn't want to set a precedent in Canada they feared would trigger a catch-up demand from their U.S. workforce." He cited the Pratt and Whitney (formerly United Aircraft) strike in Montreal, and the Firestone strike in Hamilton, as confrontations of this kind.

Munro said the Canadian labour movement, and its leaders, despite their contributions to Canada, enjoy much less respect and recognition than their counterparts in most countries.

"The top labour leaders in Britain and the United States, for example, are nationally-known figures. Union officers such as Jack Jones and Hugh Scanlon in Britain, and George Meany in the U.S. are household names. There's no reason why the president of the Canadian Labour Congress, Joe Morris, and such top Canadian unionists as Bill Mahoney, Stan Little and Dennis McDermott should not enjoy that kind of prestige here.

"There's no reason why they should not have the same kind of influence and the same voice in decision-making, instead of being virtually forgotten except when their organizations are involved in a strike or some other area of controversy."

Munro said union leaders now have a forum for expressing their views – the recently-established, tripartite Canada Labour Relations Council.

Can Work Harder

More than half of 1,107 Canadians surveyed, agreed that Canadian workers are not turning out as much work as they should, and slightly less than half said they could accomplish more themselves, if they tried.

The survey was conducted by the Canadian Institute of Public Opinion, and reported in several Canadian daily newspapers.

The institute said 51 per cent of those polled agreed with the statement: "Some persons claim that the Canadian workers are not turning out as much work each day as they should." Another 34 per cent disagreed and 15 were undecided.

When asked: "In your own case could you accomplish more each day if you tried?" 53 per cent answered "yes," and 47 per cent answered, "no."

However, 63 per cent of professional and executive workers polled, agreed with the first statement and 60 per cent answered yes to the second. For skilled and unskilled labour, those percentages were 46 and 44, respectively.

Losing Power?

Organized labour may be losing ground as a power in American society, says Robert Reno, a writer for the *New York Times-Post News Service*.

Reno writes that recent militancy by public employees—police, firefighters, garbage collectors and teachers—have made labour "more visible but hardly more powerful."

He finds evidence in U.S. government statistics that labour is losing its influence:

—Union members are spending a smaller percentage of their time on strike.

—Union membership is increasing only slowly and is actually declining as a percentage of the total workforce.

—Wage settlements have not kept up with the inflationary spiral that began in 1966.

—Many major industries, including printing, publishing, utilities, chemicals, textiles, agriculture, government and finance remain only partially organized.

He notes that while wage increases outstripped price increases in previous years, by 1973 prices rose by 8.5 per cent and overtook labour's average gain of 7 per cent. In 1974, when prices rose 12.2 per cent, wage increases averaged only 9.4 per cent.

"Much of labour's problem lies in the fact that while it has done very well in such states as New York, Pennsylvania and California—where one of every three union members in the United States lives—it has found it difficult to organize in many states, including the 19 that still have right-to-work laws," he writes.

"It is to these states, most of them in the South and Southwest, where many industries have fled to escape unionization."

Reno says public employees, "one of the last large bodies of American workers to embrace organized labor," have been largely responsible for what little growth the union movement has shown in recent years. They have formed "some of the most powerful unions in the U.S. labor movement."

Mixed Blessing

The International Labour Organization's iron and steel committee discussed a baffling problem at its September meeting in Geneva: loss of steelworkers' jobs because of increased productivity.

Delegates reported that in West Germany, while crude steel production rose from 41.2 million tons to 49.5 million between 1962 and 1973, the number of iron and steel workers declined from 222,519 to 219,870.

During the same period in the U.S., while production rose from 118.9 million tons to 136.5 million, the numbers of workers dropped from 633,000 to 606,000.

The committee is seeking ways of improving manpower forecasting in the industry, and of meeting new training needs that have resulted from advanced technology.

Modern techniques in the steel industry are a mixed blessing: they have eliminated much of the dangerous work, but have led to increased nervous strain as the pace of production accelerates. They have also increased the need for improved monitoring of harmful substances in the working environment—another problem the committee is trying to tackle.

Co-op Education

After a slow start, co-operative education—alternating classroom study with paid, on-the-job experience—is spreading rapidly in the U.S.

Co-operative education started at the University of Chicago in 1906. By 1969, only 130 colleges were practising it. But according to *U.S. News and World Report*, the number has since mushroomed to 970—more

than one third of the country's colleges. Participating students now number 180,000 and are expected to reach 500,000 within three years.

And while co-operative education began in business and engineering schools, it has spread to liberal-arts colleges, which now make up about one third of the participating institutions.

Thousands of private employers co-operate in the programs, from giants such as General Motors, employing thousands of co-op students, to small companies, with only a few. The largest single co-op employer is the federal government, with 7,500 students at 25 of its agencies.

The usual co-op education pattern is for a student to undertake the regular freshman year, and in subsequent years to spend about half his time on campus studying, and the other half working for a co-operating employer—generally with academic credit—in a job related to his major study.

It usually takes five years to earn a college degree under the system, but its advocates maintain that this disadvantage is outweighed by several advantages: By combining classroom instruction with work outside, students discover new relevance in their education. Many make contact with employers for whom they continue to work full-time after graduation. Others find work experience useful in deciding what career to choose. It also helps students finance their college career. On the average, co-op students earn $125 to $130 a week, or more than $3,000 in a 26-week period.

One of the country's largest co-op projects is at Drexel University in Philadelphia, involving 5,000 students—mostly in engineering and business, but also in home economics, science, the humanities and the social sciences.

At some of the participating colleges, co-op education is obligatory. At others it is elective or confined to one or more departments.

Oakville Richest City

Oakville, Ont., had the highest average per capita income of any city in Canada, according to income tax returns filed for 1973. It was the third consecutive year the automobile city led the list, this time with an average per capita income of $10,922. Next in order were Sept-Isles, Qué., with $10,810, and Mississauga, Ont., with $10,284.

Of the 100 communities listed by Revenue Canada, the one with the lowest rating was Sydney-Glace Bay in Nova Scotia, with an average income of $7,234. Second-last was Pembroke, Ont., with $7,251, and third-last was Granby, Qué., with $7,295.

By occupation, 23,709 self-employed doctors and surgeons led with average incomes of $42,730, followed by 10,451 self-employed lawyers and notaries, with $36,598; 2,693 self-employed engineers and architects with $33,751; and 5,881 self-employed dentists with $31,160.

And, as usual, except for an "unclassified" category, 253,098 pensioners were at the bottom of the occupational list with an average income of $5,813. The next lowest category was the 7,959 self-employed entertainers and artists with average incomes of $8,383. Next above them was the largest category, 7,145,963 employees, with an average income of $8,568.

The other cities among the ten with highest average incomes were: Ottawa, $9,892; Oshawa, Ont., $9,817; Whitby, Ont.; $9,808; Prince Rupert, B.C., $9,706; Sarnia, Ont., $9,667; Windsor, Ont., $9,598; Alberni, B.C., $9,455.

Stephenson

Ontario Labour Minister

Dr. Bette Stephenson, a former president of the Canadian Medical Association, and the mother of six children, is Ontario's new labour minister and one of three women in the cabinet named after the Conservative government was re-elected in the September 18 provincial general election.

The others are Margaret Birch, who retained her portfolio as secretary for social development, and Margaret Scrivener, who was appointed minister of government services.

"Moonlighting" Illegal

The Montreal *Gazette* says "moonlighting," the holding of a second job, now is a criminal offence in Belgium. The newspaper reports that penalties of a fine or one year in jail are part of a campaign to lower the current unemployment rate of 6 per cent, the highest since the Second World War.

U.S. Prefers Experienced Arbitrators

A recent study of arbitration awards in the U.S finds a strong preference for experienced arbitrators, and helps explain why only about 30 per cent of the 1,475 arbitrators, on the panels of the American Arbitration Association and the Federal Mediation and Conciliation Service are used.

The study was conducted by Walter J. Primeaux, Jr., a professor of business administration at the University of Illinois, and Dalton F. Brannen, a graduate student in management at the University of Mississippi, who examined the cases during a 30-month period, as reported in *Labor Arbitration Reports*.

They found a strong preference for experienced arbitrators, and suggested that this may be because the parties "are unwilling to risk leaving an important decision to an arbitrator of unknown integrity." The parties also avoided arbitrators who developed a reputation for favouring either management or labour.

Hence the parties "create an artificial shortage by using only a small portion of the qualified arbitrators" available.

Reporting their findings in *Monthly Labor Review*, a publication of the U.S. labor department, the authors also make this observation:

"The efforts put forth in developing 'acceptability' and thereby promoting the use of younger, less experienced arbitrators have been few and unsuccessful. Yet there is evidence that young arbitrators may be just as good as those with many years of experience. One law professor has compared decisions made by third-year law students, inexperienced in industrial relations, with those made by professional arbitrators. Seventy-five per cent of the students made the same decisions as the arbitrators. The study concluded that experience in arbitration will not necessarily make a difference in the actual award."

The authors say their own research found that "experience as an arbitrator, arbitration as a full-time occupation, education, and the number of cases reported in past periods, were all significant variables in affecting the selection of 'ad hoc' arbitrators." They also found that "lack of membership in any professional organization had an adverse effect on selection."

Chamber of Commerce Annual Convention

The 46th annual convention of the Canadian Chamber of Commerce heard a strong warning against inflation from Gerald Bouey, governor of the Bank of Canada. Bouey told the delegates to the Saskatoon meeting that Canada has "no option" but to contain inflation if the country is to have any hope of achieving sustained economic growth.

He also said approaches used in the past were not good enough: "For more than 20 years almost every country in the western world has given rapid growth and high employment much higher priority in its policies than the preservation of the value of money."

"I hope that a sober appreciation by Canadians of the seriousness of our economic problems will call forth sufficient will to co-operate in the resolution," Bouey added.

About 600 delegates attended the fall conference. Its theme, "Canada's Critical Choices," reflected business concern that, as outgoing Chamber President E. R. Olson put it, "the traditional ways of measuring economic performance and taking corrective action do not seem to work any more."

Industrial relations, and high demands by unions, were one of the more frequently expressed concerns of the delegates, and there was keen interest in a panel discussion "Realistic Personnel and Industrial Relations."

The question of all strikes, not just those in the public service, was taken up by the panel. Tom Eberlee, the federal deputy minister of labour, said strikes don't always occur for economic reasons. They sometimes happen because many workers feel alienated at their place of employment, performing boring, repetitious jobs, sometimes in dreary, even hazardous conditions. "For such workers," he added, "calling a strike and walking a picket line is about the only lawful means available to allow them to vent their frustrations and express their opinions."

Eberlee said there is nothing wrong with collective bargaining as a concept: "It works well in scores of countries around the world." He hoped the new Canada Labour Relations Council would be able to help make it more effective and more in the public interest, particularly by

Pearson

looking into the pros and cons of consolidated or centralized bargaining.

But the co-operation of all parties would be needed for centralized bargaining to be effective. "It should be applied in a calm atmosphere," Eberlee said. "A poor economic situation is no time for parties to be pressured into last-minute desperate attempts at consolidated bargaining.

To succeed Olson, who retired as president, the Chamber elected Gerald E. Pearson, an Edmonton chartered accountant.

AFL-CIO Convention

A call to Canadian and U.S. unions to pioneer in multinational trade unionism was made by a Canadian labour leader to the October 8 biennial convention of the American Federation of Labor and Congress of Industrial Organizations in San Francisco.

Shirley Carr, secretary-treasurer of the Canadian Labour Congress, said greater co-ordination of U.S. and Canadian labour efforts is needed to counter the growing power of multinational corporations.

"The trade union movements of our two countries have pioneered international unionism," she told the AFL-CIO delegates. "The challenge for the future is for us now to go forward and pioneer in the field of multinational trade unions."

She saw the multinational corporations as a major factor in unemployment in both countries: "They successfully transport employment from nation state to nation state without regard for the social devastation that follows."

She stressed the economic interdependence of the two countries, adding: "There is a Canadian adage that when the U.S. sneezes economically, Canadians catch pneumonia. This is because two thirds of our total exports go to the American market."

She said both economies face the same grave problems: high prices, high interest rates and high unemployment.

AFL-CIO President George Meany spelled out what he saw as workers' needed gains in three-year contracts: "It takes 12 per cent in the first year to catch up with inflation, 8 per cent in the second year to stand still, and another 6 per cent in the third to fall behind.

Re-elected for another two-year term as president, Meany, now 81, said in his acceptance speech the AFL-CIO will press to make full employment a reality in the U.S.

He termed the 438-page report of the AFL-CIO executive council "the gloomiest ever presented" to an AFL-CIO convention. The council called the present economic situation "the most dangerous mess in 40 years." And both the council, and Meany blamed the policies of the last two administrations in Washington.

The council called for an overhaul of the tax system, now "overloaded with inequities," said the country still lacks an energy policy, and sought reform of the "inadequate" welfare system.

And it criticized fraternization of Western European "free" labor groups with "communist labor fronts." The American labor movement "must not compromise its organizational freedom by paying homage to the so-called labor movements of totalitarian regimes through programs of exchange and co-operation," it said.

The most heated debate of the four-day convention came over a call for federal legislation to give all public employees the right to strike. It was adopted over the objections of Jerry Wurf, president of the American Federation of State, County and Municipal Employees. Wurf argued that no federal or state legislation would ever be enacted to give public-safety employees—firemen and policemen—the right to strike.

"What we are in effect doing by insisting that there be an unlimited right to strike by public safety officers is in effect saying we don't want a federal collective-bargaining law," Wurf said.

But Wurf's resolution to substitute compulsory arbitration in disputes involving police and fire fighters was defeated soundly after Meany commented: "I hope I never see the day that the AFL-CIO, sitting in convention, will ask Congress to impose compulsory arbitration on anybody, anywhere, at any time."

Federation of Labour Conventions—1975

Nova Scotia

In a surprise move, delegates to the Nova Scotia Federation of Labour's annual convention voted in favour of retaining the death penalty for murder. The recommendation ran counter to the stand adopted by the Canadian Labour Congress and most other provincial federations.

J. K. Bell, the federation's secretary-

reasurer, was among the minority of delegates who wanted capital punishment abolished. He said later the delegates were influenced by the killing of two Moncton policemen in 1974.

Joe Morris, president of the Canadian Labour Congress and one of the principal speakers at the convention in Halifax, painted a grim picture of the country's economic future. Morris said there is little hope the unemployment rate will be reduced soon because federal policies will be geared to maintaining an unemployment rate of about 8 per cent throughout 1976.

Morris said inflation remains high but that the real villain for this is the federal government itself. He accused the government of using labour as a scapegoat to distract attention from federal "mismanagement" of the economy through both its fiscal and monetary policies.

Jeremy Akerman, the provincial NDP leader, accused Premier Gerald Regan of Nova Scotia of "joining the ranks of the propagandists" who are blaming labour for inflation.

Akerman said labour was losing the "battle of propaganda" and unless it started answering these charges, a wave of anti-labour legislation would be introduced by politicians.

He said some criticism of labour is justified, but most of it has been "grossly unfair. Nova Scotia has one of the best labour records in the country."

Walter Fitzgerald, Nova Scotia's labour minister, criticized both management and labour for calling in provincial conciliators before the two parties had engaged in any "hard-nosed" bargaining. He said in future he would not send in a conciliator unless he was satisfied a real attempt to negotiate had been made: "We are not going to do the job for you."

"When I am asked to appoint conciliation officers where 10, 15, 20 or more items are still unresolved, I am alarmed," he added. "I am not only alarmed, I am not going to do it."

The delegates adopted resolutions urging more support for Canadian shipping and shipbuilding industries; the unilateral declaration of a 200-mile sovereignty limit on Canada's coasts; better municipal public transit; and the encouragement of more secondary industry in Cape Breton.

Other resolutions asked the provincial government to appoint a cabinet minister who would be solely responsible for the labour portfolio, and endorsed visits to socialist countries by union leaders, students and other interest groups in the interests of peace and mutual understanding.

Gerald Yetman, a Sydney carpenter, was re-elected president, and J. K. Bell of Halifax was returned as secretary-treasurer.

Manitoba

The Manitoba Federation of Labour heard somewhat divergent views on battling inflation during its October 4-6 convention in Winnipeg.

Premier Ed Schryer said that while Manitoba's economy was relatively healthy, Canada's economy was a "ticking time bomb," and the economic system could not last long without leading to "a day of reckoning." He said that while he was not in love with the idea of wage and price controls, labour should take note of a recent decision by Britain's Trades Union Congress to support an incomes policy.

But while Premier Schryer suggested an incomes policy was overdue, President H.L. (Len) Stevens of the Federation disagreed. "It is wrong," he said. Stevens said labour's wages were already controlled through the collective bargaining process, while multinational industries manipulated consumer prices at will.

Labour Minister A.R. (Russ) Paulley of Manitoba told the delegates that public tolerance of strikes was wearing thin, and that the government was under pressure to withdraw the right to strike in certain areas. He called for more use of voluntary arbitration in collective bargaining, particularly in the public service.

Paulley said the government plans revisions to labour standards, workmen's compensation and labour relations legislation. But he said legislation alone can't help employers and employees to reach agreements, and that negotiators from both sides must go to the bargaining table with a mutual desire to adjust collective bargaining to the "disturbing problem" of inflation.

The Federation also submitted to the provincial government a "Manitoba Labour Code" containing its own version of the kind of labour legislation it wants in the province.

The document, first formulated as a standard code by the labour federations of Manitoba, Saskatchewan, Alberta and the Northwest Territories, would broaden the present powers of the provincial labour boards considerably, and generally increase the range of disputes to be heard before the boards instead of before the courts.

Early Retirement Pitfalls

by Clayton Sinclair

So you're thinking of retiring early? Perhaps at age 55? Best of luck. Better still, if you have a choice, think again.

Think, for example, of the days not long ago when bacon cost $1.25 a pound, not $2.48 a pound. Or, if you live in Montreal, when a bus ride was 30 cents, instead of 50 cents.

When was the last time you looked at an airline fare schedule? If you live in Winnipeg and were considering a weekend visit to your son or daughter in Vancouver, you could have done it four years ago for $158 return. Today, the same trip would cost you $198.

Then think about what your company pension plan will provide. You may decide that it looks attractive. But don't act hastily.

If you retire early, remember that the pension payments are all that you can count on until you reach age 65, when Old Age Security and your Canada or Quebec Pension Plan benefits become available.

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Chances also are that the payments will be much less than they would be, had you continued to work until normal retirement age. The reason is simple enough: there will be less money in the fund for you now than later, and it will have to be spread out over more years.

And then there is inflation.

But the urge to "throw it all over" has suddenly become irresistible. You are 55 years old. Two months ago, your brother-in-law tipped you off about a cottage on Vancouver Island. And, come to think of it, after 25 years with the company, you're tired of performing the same old function at the plant, aren't you? Also, your own house is paid off and the family is grown up and gone.

Now seems the time to make a move. You can take a part-time job or perhaps open a small business. But what really lies ahead?

Let's consider a pension plan under which the benefit is 2 per cent of average earnings in the five highest paid years for each year of service. This is one of the best formulas available in private industry today.

In such a case, an employee with 25 years of service receives a pension equal to 50 per cent of his best five-year average earnings, a 30-year employee receives 60 per cent and a

35-year employee receives 70 per cent.

The employee who retires prior to age 65 receives a pension based on his years of service to his early retirement date and his salaries prior to that date.

In many plans, the pension is then reduced because of the higher cost resulting from an earlier starting date for the pension. Some plans, however, allow an employee with sufficient service to retire at age 55 on his full earned pension without reduction because of early retirement.

You can now examine your own plan and see whether the formula is better or worse from your point of view, and make some calculations that will indicate where you would stand, if you go ahead with your retirement plan.

Now, let's consider inflation. We will assume you are 55 and started with the company at age 30 in 1951. You were earning $12,285 in 1971 and life has been good to you: your pay increased by 10 per cent a year thereafter and in 1975, you were earning $17,986.

The average of those earnings over five years is $15,000. So, at age 55, you will receive a pension based on 2 per cent for each of the 25 years' service multiplied by the average $15,000 salary. The pension thus would be $7,500 annually, starting next year.

Now remember that after 25 years' service, this is what 50 per cent of average earnings (2 per cent X 25 years) works out to be. But in fact, it is only 42 per cent of what you are earning today.

Perhaps you now decide to wait until age 60 to retire. By then, your pension will be based on 30 years' service and on your average salary between 55 and 60.

William M. Mercer Ltd., the Toronto-based pension consultant company, worked out an example of what might occur in this event:

"If we assume that the individual's salary increases by 7 per cent annually from 1975 to 1980, his five-year average salary would be $22,135 and his pension, starting at age 60, would be 60 per cent of $22,135 or $13,281 annually.

"If our employee decides to retire at age 65 and if we assume his salary increases by 5 per cent annually after 1980, his pension starting at 65 would be 70 per cent of $29,272 or $20,940 annually."

Obviously, that's a far cry from today's option of $7,500 annually.

So far, we have not discussed what happens to your company benefits if they are "integrated" (as 85 per cent are) with those of the Canada or Québec Pension plans. The benefits outlined in your company's brochure could include the pension payable at age 65 by the CPP or QPP.

Depending on which of the four major formulas your plan uses, the company plan benefits would be reduced at age 65 by all or part of the pension payable by the CPP or QPP.

There is nothing sinister in receiving integrated benefits only at age 65. To be entitled to "stacked" benefits (that is, full company benefits plus full CPP or QPP benefits) you and your company would both have had to pay considerably more into the fund over the years than you have. Indeed, many unions negotiated "stacked" plans at the outset of the state pension schemes but switched later to "integrated" arrangements because they were less costly.

You will still get the $600, $800 or whatever that the company plan had worked out for you on a monthly basis. But remember that unless your plan calls for "stacking," do not expect that at age 65 you will continue getting the full benefit of the company plan along with the full benefit of the CPP or QPP.

So before you decide to retire early, make sure you know all the details of your plan. Don't hesitate to discuss these with the personnel department. It will pay in the long run. What you learn may even persuade you to continue working.

What about inflation?

Remember that unless your plan recognizes inflation, its monthly payout will purchase increasingly less food, clothing, accommodation and all the other necessities of life as the years wear on.

One real-life example should illustrate the point. An Ontario executive eight years ago accepted a $9,000 annual pension when he was in his mid-50s. That looked fine then, particularly since inflation was not running at the same rates as today. But things changed pretty suddenly. The consumer price index rose 62 per cent in seven years and in November 1974, the executive was down to selling his car.

Both the CPP and QPP today provide for inflation by "indexing" (or raising) benefits according to movements in consumer prices. But governments have until now tended to discourage such schemes in the private sector, although there are signs this attitude is about to change.

The government plans are not funded for indexation. That is, they are not pre-paid on a regular basis to cope with future, inflationary costs. The added money government needs to pay "indexing" costs simply comes out of tax revenue.

For a private plan to be indexed under existing federal legislation, the administrator would have to prove he

Retirement policies—how much choice?

A report by the Canadian Council on Social Development recommends that Canadian policy-makers stop "drifting" into retirement programs.

Instead, it says there should be a national debate on the values on which retirement policies should be based, and from it the development of integrated policies on retirement age, retirement income and services for the retired.

The 285-page report, by Joan C. Brown, the council's health program director, is appropriately entitled: *How Much Choice?* It examines in detail the development, limits and inadequacies of existing pension plans, employment opportunities and health and welfare programs for retired people. It is intended "to help Canadians understand possible policy options and become involved in the retirement policy debate, which until now has been confined to 'the experts,' many of whom have vested interests."

Brown's study notes that 22 per cent of all families and 26 per cent of individual Canadians over 65 live in poverty. More than half of them now need the Guaranteed Income Supplement to bring them even "marginally above" the poverty line, which the council sets at an annual income of $7,028 for a family of four. "Unless Canadians have an adequate retirement income, many of the choices we have come to look forward to in retirement will be illusions."

Pension levels offered by the Canada and Quebec pension plans have been held down to allow private pensions to flourish, Brown contends, because it has been assumed that the private pension system is capable of working effectively. Her report shows, however, that private pension schemes have not provided adequate pensions.

As recently as 1970, the last year of complete statistics, private schemes covered only 40 per cent of the working population and provided full pensions for less than 10 per cent. Since most of those covered were employees of governments and Crown corporations, this left almost 70 per cent of employees of private companies with no such coverage at all. Brown's report proposes that the Canada and Quebec pension plans be given a central rather than their present "residual" role in the overall pension system. They are universal, completely portable, secure and indexed to the cost of living.

The study calls also for a careful examination of proposals for compulsory early retirement of workers: "Compulsory retirement at age 65 is now very general, yet it is rare to find any serious examination of whether this is a desirable development. We are now drifting towards earlier retirement without a full consideration of its implications."

The report proposes an alternative policy: a flexible retirement age offering the maximum possible personal choice within the 60- to 70-year age range. Such a policy might include having pensionable age determined by years in the labour force, as there are now considerable disparities in length of working lives.

"It is essential," Brown says, "that government develop policies that ensure maximum equity, maintain the right to work for those who wish it, and offer a worthwhile life in retirement."

Her report wants the national debate on retirement to consider "the values upon which out total retirement policies ought to be based, the appropriate role of each policy segment, and the planning of integrated policies which take into account the interplay of one policy segment with another."

This debate is a matter of urgency "in light of the anticipated increase in the numbers and proportion of the retired in the Canadian population.

Generally, the study recommends that policies on retirement age, income on retirement and services for the retired be more closely integrated: "Early retirement cannot be considered adequately without an examination of the adequacy of present pension arrangements, and early retirement will be a sterile process for many without attention to preparation for retirement and opportunities for increased satisfaction in retirement.

"We cannot avoid making policy decisions," the report observes. "Decisions not to develop policies in certain areas, to give low priority to a particular program, or simply to allow market forces to govern change and development are as much policy decisions as the establishment of new programs and services, and may in fact have a stronger influence on total development."

Existing retirement policies reflect "a drift rather than a planned approach," the report adds, and it likens Canada's pension system to a "many-layered" cake: "As each layer has been found to be inadequate, for some or all of the people, a further layer has been added which, in due course, has also been found to be inadequate, and so the process has continued. The cake now has six layers or tiers—and continues to be under criticism.

"The oldest tiers are the private pension plans and personal savings. To these were added what has now become Old Age Security. In 1966 the Canada (and Quebec) Pension Plan was added, and then in 1967 the Guaranteed Income Supplement, to fill the gap until the CPP/QPP was fully operative. The intention was that these layers, together, would, with a few exceptions, obviate the necessity for provincial social assistance, which had always acted to meet the most acute of leftover needs, but in recent years new provincial support systems have developed such as Mincome in British Columbia and GAINS in Ontario." lg

had enough funds to provide for any contingency. And to get the money there in the first place, he would need government's permission to guess how much inflation was probable over, say, 20 years.

One reason government has been reluctant to give such permission so far is the fear that some shady operators would exaggerate, and use the fund as a place to "hide" a lot of otherwise taxable dollars during good years while putting in almost nothing during lean years.

Fewer than a dozen of the 18,000-odd private plans in Canada today index benefits to the consumer price index. And until Canadian society reaches the stage when pension payouts increase on this basis, the only guarantee you are likely to have is what the company plan's brochure spells out.

But in spite of their costliness (both to the employer and the employee), there are definite signs that indexed pensions in the private sector will soon get federal government approval.

The most notable schemes in the wings today are those planned for the can industry. Starting in the spring, employees of the Continental Can Co. of Canada Ltd. and American Can of Canada Ltd. will receive pensions on retirement that include payments to reflect the rise in the cost of living.

Another device being tried is a separate contingency fund. There is no need to define future rates of inflation under this approach. All that is required is an admission that living costs will continue to rise.

The idea is for both management and the employee to contribute a bit more each month toward pensions but put the added amount into a separate fund. Depending on how much inflation occurred during the employee's retirement years, the pension would be enriched—not from the central fund but from the contingency fund.

It is not a perfect solution. In times of high inflation, the money in such a fund could be exhausted quickly, and indeed, the approach might well be too costly to sustain. But the Ontario government has decided to experiment with it in an attempt to keep the earning power of some of its pensioners' monthly benefits in line with rising costs.

If you are still thinking of retiring early, you should also examine your plan to make certain it is not a "benefit-offset" plan, where company plan benefits are reduced by all or part of the pension payable under the CPP or QPP. This is not as inequitable as may first appear. Bear in mind that in pensions, like everything else, you get what you pay for. If you wanted a richer plan, you would have had to pay for it.

But you should be aware of the workings of benefit-offset schemes. Let's say your company plan provided for $400 a month and CPP or QPP benefits were $300, payable at age 65. Don't expect to collect $700 a month once you are 65 and you are eligible for state benefits. You will still get only $400 (apart from Old Age Security benefits): $300 from the CPP or QPP and the other $100 from the company plan.

This formula differs from the one used by 83 per cent of all integrated plans. Under the more popular formula, CPP or QPP benefits are paid for and reach the beneficiary independently of any company plan arrangement. Company plan benefits similarly are paid out to pensioners without any fiscal involvement with the state schemes. In the long run, both systems provide for about the same return on premiums. The lingering problem is that benefit-offset schemes imply somehow that the company plan is benefitting at the pensioner's expense.

Indeed, in some cases it is still quite in order for the administrator of a private "benefit-offset" plan to deduct the indexed portion of your CPP or QPP benefits.

Floyd Laughren, the New Democratic Party member for Nickel Belt in the Ontario legislature, complained about this to the Pension Commission of Ontario early in 1975. As a result, changes are expected both in that province's pension regulations and in the rules governing pensions in the federal jurisdiction.

Benefit-offset plans are still quite common in the United States. But they have been declining in popularity here. Part of the reason is that they are no longer considered adequate, even though they cost both parties less.

Some major agreements, notably those between the United Steelworkers of America and the International Nickel Co. of Canada Ltd., Algoma Steel Corp. Ltd. and the Steel Co. of Canada Ltd., have been altered to provide the employee with any indexed benefits. But a few other such company schemes have gone unchanged.

Early Retirement Popular

A poll of 914 Canadians who are not yet retired found that 30 per cent of them plan to retire before they are 60 years old, 18 per cent expect to retire between 60 and 64 years, and only 22 per cent intend to retire after age 65. But 6 per cent say they will "never retire" and 24 per cent have no plans.

The survey was carried out in September by the Canadian Institute of Public Opinion. People polled were asked: "At what age do you or your husband plan to retire?"

There is a host of other concerns you should have about your retirement income. One is the difficulty that the CPP and QPP may have in meeting their commitments a few years from now.

Though never designed as self-supporting plans, both will run out of money within 25 years unless the governments change the way they are financed.

Authorities have two alternatives: let the funds run dry or raise the premiums. The second is obviously the only politically acceptable choice open to them.

Martin O'Connell, the former federal labour minister, may even have been testing public reaction to this possibility early in November when he suggested that government consider increasing CPP benefits so that in 1990 they would represent 50 per cent of the average Canadian's pre-retirement income, instead of the 25 per cent they now represent. The cost, however, would be substantial: instead of the employer and employee each contributing 1.8 per cent of a person's income as they do today, premiums for each would rise to 4.3 per cent by the year 2000. Even today, retirees covered by the QPP can earn no more than $1,320 a year and still collect the full state benefits at age 65. For every dollar earned beyond that, their state pension is reduced by 50 cents.

That probably will change. The federal plan had such a provision but it was abandoned recently, on the grounds that some persons over age 65 were forced to retire from the labour force in order to collect their full CPP benefits. And that was not regarded as good policy.

There also is the question of how secure your company's plan will be over the years.

There have not been many cases in Canada where a company plan was terminated and long-time contributors suddenly learned they were no longer entitled to any pension. But one is enough to make anyone leery about the rest.

New legislation in the United States permits plans to be insured at a cost of $1 a year per plan member. Canadian pension authorities note that government surveillance of plan finances here has been fairly strict and thus say that plan insurance is not really a necessity.

But $1 a year per plan member would not be much to pay for the added security--at least, if that was all that was involved. The U.S. federal law also says, however, that if a company goes broke, up to 30 per cent of its remaining assets could be seized to satisfy the pension plan participants. The thought is that the plan's administrator may also want to insure the equivalent of that 30 per cent on a pay-as-you-go basis from both management and the employees. Suddenly, the fee of $1 per plan member per year would increase.

The Mercer organization produced the accompanying chart early in 1975 to summarize the options available to the individual considering retirement at ages 55, 60 or 65, after having joined his company in 1951.

"The figures show clearly that under such conditions, even the most generous early retirement provisions result in severe economic loss to the employee. In times of rapid wage inflation, the employee would obviously be well advised to remain in his job until age 65."

Compare the value at age 55 of the income (pension plus salary) to be received subsequent to that age. Mercer calculates the value of a pension starting at age 55 would be $75,000. By retiring at 60, the value at age 55 of salary for five years, followed by a pension is $167,000, while the value at 55 of salary for 10 years followed by a pension is $231,000.

Income from salary or pension for an individual with 25 years' service and a member of a pension plan paying 2 per cent of earnings times years of service.

Year	Retirement at 55 (pension)	Retirement at 60 (salary)	Retirement at 65 (salary)
1976	$7,500	$19,245	$19,245
1977	7,500	20,592	20,592
1978	7,500	22,034	22,034
1979	7,500	23,576	23,576
1980	7,500	25,226 (pension)	25,226
1981	$7,500	$13,281	$26,487
1982	7,500	13,281	27,812
1983	7,500	13,281	29,202
1984	7,500	13,281	30,662
1985	7,500	13,281	32,195
1986 and later	$7,500	$13,281	(pension) $20,490

Source: William M. Mercer Ltd., Toronto

By retiring at age 55, the employee is giving up some $92,000 in terms of present values over what he might receive if he were to work five years more, and some $156,000 over what he might receive if he were to work 10 years more."

But that is only part of it. The employee should, of course, consider the effect of inflation on his standard of living if he retires early.

"Except where the pension under the employer's plan is adjusted upward to reflect movements in the consumer price index, an employee in the situation described would be most ill-advised to retire early unless and until it appears that inflation will be brought under control.

"Moreover, an employee who leaves the labour force well before age 65 will find his retirement benefit at age 65 under the state plan is reduced."

Mercer adds one last consideration:

"An employee with a need for life insurance loses the group coverage in effect at his place of work when he retires. The cost of replacing that can be significant even if he needs it only for that period between retirement and age 65."

So, delightful as that cottage on Vancouver Island sounds, you have the information now that might persuade you to forego it for a while.

See you at the company dance next spring? lg

"Now should we be saving to fight inflation and spending to fight recession or saving to fight recession and..."

It Pays To Plan

by Ted Weinstein

How many people embarking on their first full-time job think that they must some day retire. The attitude of those entering the job market from high school or post-secondary institutions, is something like: "Me, think about retirement? I've just started working. I'll be working at least another 40 years, and I've still got my whole life ahead of me." Yet when these same people receive their first paycheques, they'll probably see deductions for the Canada or Quebec pension plan, and maybe for superannuation. The compulsory retirement age is slowly but steadily dropping.

Everyone knows of someone who has retired or is approaching retirement. What is the attitude of those who have retired? Relatively few workers prepare mentally, physically, emotionally, or financially for their own retirement. Some consider retirement a time of excitement and challenge, and they welcome it; for others it spells inactivity, perhaps boredom, and they dread it. Many see retirement as a reward for their years of work or service; others think it means they are no longer needed, that they have outlived their usefulness. In many cases, workers have developed their attitude to retirement years before they retire—and this attitude determines to a great extent how successful their retirement will be.

Ted Weinstein is editor of ***Teamwork in Industry, a Labour Canada publication.***

In Winnipeg, two organizations have combined forces in an effort to overcome the problems of workers in Manitoba who have retired or are about to retire—the Age and Opportunity Centre, Inc., a Winnipeg social agency, and the University of Manitoba's Extension Division Community Studies Department.

Through the efforts of many people, including Gordon Hancock, Director of the UM Community Studies Department; members of the Age and Opportunity Centre (AOC) pre-retirement committee; Stan Bedosky, Winnipeg industrial relations officer for the Canada Department of Labour's Employment Relations Branch; and union and management personnel at both the Manitoba Rolling Mill plant in Selkirk, Manitoba, and the Winnipeg Branch of the Canada Post Office, a pre-retirement pilot course has been developed, tested on two Manitoba groups of workers, and found to be promising.

Earlier this year, more than 80 pre-retirement course leaders from a variety of industrial, government, utility,

and union organizations attended a two-day workshop on pre-retirement training sponsored by the AOC and the University of Manitoba. They became familiar with the problems of retirement, the details of the pilot projects, and how to adapt, set up and conduct pre-retirement courses at their own places of work.

Explaining the background behind the pre-retirement training concept, Bedosky said he was working with the United Steelworkers of America when he was approached by the Steelworkers area supervisor and told that the Winnipeg Labour Council and the union were interested in pre-retirement information. The Labour Council, in turn, had been working with a pre-retirement committee at the AOC. Hancock had developed a model pre-retirement program, and both the Steelworkers and management at the Manitoba Rolling Mills, located 30 miles north of Winnipeg in Selkirk, agreed to try out the model in the Mills plant.

Management personnel from the Manitoba Rolling Mills met with Hancock and representatives of the Steelworkers' Local 5447, the Winnipeg Labour Council, the Canadian Labour Congress, the AOC, and the Canada Department of Labour to discuss the original draft of the model. Recommendations for a specific design were made, and Hancock's rewritten model was subsequently approved by all parties. It was then put to the test over a ten-week period in 1974 with groups from the Winnipeg branch of the Canada Post Office and the Manitoba Rolling Mills.

According to Yhetta Gold, Executive Director of the AOC, "it was back in 1963 that the AOC became aware of the lack of planning workers were putting into their own retirement. The AOC counselling department noticed there were many retired people seeking financial advice, or seeking ways to pass their leisure time.

"Much of the material written about retirement.....reaches only a small group of people"

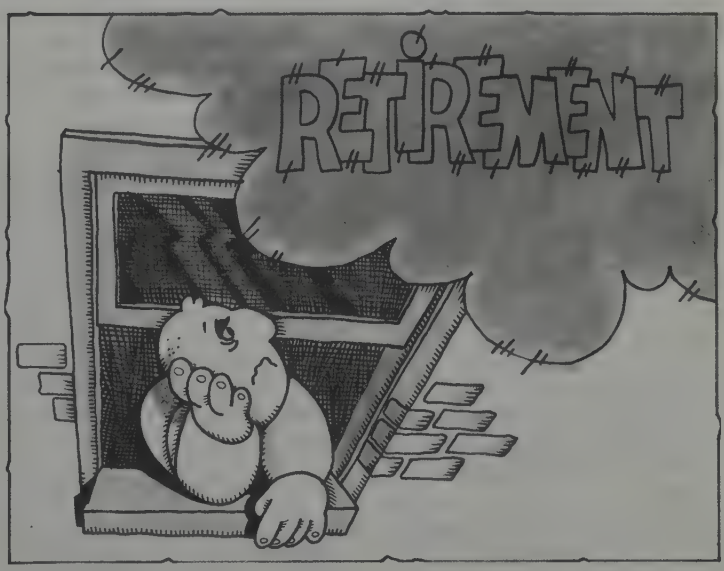
Responding to this problem, as well as trying to find a solution, the AOC Board of Directors formed a pre-retirement committee to sponsor a program on retirement education. But the Winnipeg community was not receptive to the program until recently. It's only been during the last few years that inflation has eaten away at pensions, and more people are retiring earlier in life."

Armed with funds from the Canada Department of Labour, the Manitoba Department of Colleges and University Affairs, and the Winnipeg Branch of the Post Office, Hancock and the AOC worked with union and management representatives from the Steelworkers, Manitoba Rolling Mills, and the Post Office, to develop the program model.

"There was one main objective, as we saw it," Hancock recalled. "We had to reach the unconverted, people who were retiring without preparing for it. The chief problem with much of the material written about retirement is that it reaches only a small group of people: those who, to some extent, have already been convinced that they need retirement plans. The majority of people have negative attitudes toward retirement. They fear it, or they do not understand their needs. And these negative attitudes have never been dealt with.

"Many people see retirement as a time of leisure, or an opportunity for travel. But after a week of working around the house, or after taking a few trips, they are bored. What do they do then? Few people think about what it's like not to have a job. For many workers, a job means being needed, it means status, identity and friends.

"There are many stages of retirement," Hancock continued. "Many persons have an active retirement. After a few years, when they've aged, their activities are restricted. Then



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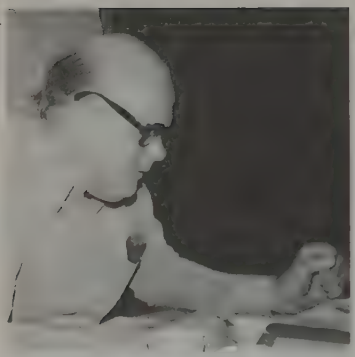

Gordon Hancock, director of the University of Manitoba community studies department.

they enter old age. But this doesn't happen to all retirees; some 'die with their boots on', so to speak."

People with negative retirement attitudes lack the knowledge of possible problems and dilemmas they might be facing when they retire and age, advised Hancock. The problems include leisure time, housing, friends, transportation, money, health. They have a false security, in turn giving them a negative attitude toward planning. They don't know what resources they will need when they retire, what resources they currently possess, what resources are available to them. In many instances, those approaching retirement have not even discussed with their spouses plans regarding housing, or whether the spouse will retire or quit work at the same time, and so on.

"There are many positives to growing older," emphasizes Yhetta Gold. "There is still growth for an individual, regardless of age. Older people can get involved in their community or in life in general through community resources, but they must know of these resources in the first place. This is one purpose of the pre-retirement course."

This, then, was the task confronting Gordon Hancock: the design and development of a pre-retirement program to raise people's consciousness about all aspects of retirement; change negative attitudes and erase fears; encourage the development of a planned approach to retirement; and create a desire to plan for retirement at an age young enough to make the plan feasible.

To develop his model, Hancock examined many retirement courses offered in Canada and the United States. His final program entailed a pre-retirement course, given once a week for ten weeks to the two pilot groups. The course was divided into five stages. The first stage involved publicity and advance information. The second, accomplished during the first three classes of the course, expanded the participants' awareness of the nature of retirement; raised individual consciousness about the particular concerns of the participants; encouraged a positive attitude toward retirement; and stimulated the participants to prepare for retirement. This stage comprised group discussions, exchange of ideas, and the introduction of retirement as a total life concept.

Hancock said his program....is based on individual differences relating to common problems

Stage 3, encompassing classes 4 through 9, presented specific topics as selected by course participants. The topics dealt with housing, budgeting, nutrition, mental and physical health, family and friends. Stage 4, the tenth and last class, evaluated what took place. Stage 5 was the post-course progress check, accomplished through counselling and evaluation.

Hancock said his program is unique in its attack on the problem of retirement. It is based on individual differences relating to common problems, he observed; for example, money might not be an issue to all retired people, but their attitude toward money might be. Housing was a concern to the Post Office workers who lived in Winnipeg, but not to the course participants from the Manitoba Rolling Mills, most of whom owned their homes in Selkirk.

"The program tries to 'prime the retirement pump', to positively orient people approaching retirement toward this phase in their life, and to open up for them the range of alternatives that will help them enjoy a successful retirement," he noted.

"Our program lets the participants decide their own priorities. It provides them with a selection of pamphlets and booklets, and a lengthy bibliography of literature available from numerous sources. It utilizes films or short plays, and guest speakers who are experts in their fields. It encourages the spouses of the workers to attend the course. And we suggest that the classes be held in locations other than the workers' regular work area. This makes for more of a relaxed atmosphere and gives the classes the air of a social evening."

The importance of workers and spouses planning and discussing retirement together is underlined by a device known as the Comparator. Developed and copyrighted by the Retirement Studies Division of the University of Chicago Industrial Relations Centre, it consists of a rotating disc within a folder. A sheet of paper, on which are printed 19 areas of retirement planning, is inserted between the folder and the disc. The areas of planning are: community involvement; crime and isolation; family relations; financial management; gainful employment; hobbies; living area; living arrangement; mental health; nutrition; personal safety; physical health; self-development; social relations; spiritual well-being; transportation; travel; use of time; and volunteer activities.

"There is still growth for an individual, regardless of age"

Printed on the disc are 18 parallel lines. They join small holes at either end of the lines along the edge of the disc. The person using the Comparator starts with the lines in a horizontal position. The first line will join two areas of planning, such as family relations and travel. The person must choose one over the other in terms of importance or priority, and the choice is indicated by putting a pen or pencil through the hole at the end of the line pointing to his choice. Then, without moving the disc, the person goes to the next line, where two other planning areas are joined by another line. He chooses between these two, then proceeds down the disc until a choice has been made between all 18 paired combinations. Rotating the disc slightly joins up a different set of 18 combinations, and the person chooses again. Once at the bottom, the disc is rotated again, and so on, until each planning area has been paired with each other one, and a choice of priorities has been made.

The person then removes the disc and adds up the number of choices marked in each of the 19 planning areas. The totals are then transferred to a graph. This graph produces the person's retirement planning profile and indicates the relative importance he attaches to each area. When a husband and wife have decidedly different priorities, a lot of planning will be required.

At the pre-retirement training workshop, last spring, the potential course leaders represented such concerns as The Royal Bank of Canada, Manitoba Hydro, the Canadian Broadcasting Corporation, the Canadian Labour Congress, the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, Imperial Oil Company, the Toronto-Dominion Bank, the Amalgamated Clothing Workers of Canada, and the United Steelworkers of America.

Conducting the workshop were members of the Age and Opportunity Centre, and the men who helped design and who taught the pilot courses: Gordon Hancock, Ron Kristjanson, and Bob McWilliams. The workshop sessions discussed pre-retirement, the pilot projects, and potential problem areas.

Preliminary evaluations of the Manitoba Rolling Mills and the Post Office courses indicated the classes were a help to the workers. The participants—12 from the Rolling Mills, 18 from the Post Office—said on their evaluations that they would try new activities they might not have considered before the course. Financial budgeting or security was the most important area of retirement to a majority of participants from both groups. In addition, the Post Office participants expressed concern for housing, employment, and the mutual interests of husband and wife. Those from the Manitoba Rolling Mills rated husband-wife interests, self-development, and health as being areas of difficulty for which they would plan.

Interviews with three participants in the pilot projects highlighted the need for such pre-retirement classes. In Winnipeg, Alex Koster, 59, a Post Office mail sorter, said he is eligible for retirement, but is just thinking about it so far.

"I'm not frightened about the prospect of retiring," Koster observed. "I like to keep active and to travel. Retirement is an opportunity, not something to be feared. It's a transition period. I'm not ready to be called a senior citizen."

He said both he and his wife attended the pre-retirement course at the Post Office. His wife had expressed some reservations about him "being underfoot all day" after he retired, but "after the course, she received some ideas for handling the situation," he noted.

"I also learned several things from the course. I'm aware of the importance of financial planning, of putting money aside for home repairs or other major expenses. And now I know that physical activity and nutrition are also important."

At the Manitoba Rolling Mills plant, Vernon Railton, 60, and John Sedik, 62, were both due to retire this year. They agreed that they were looking forward to retiring "to start living again. You can't enjoy life if you do shift work."

"A wife must be involved with and in her husband's retirement"

Both men emphasized the necessity of pre-retirement planning, and both agreed it should start at age 55 at the latest. They advised a course of some kind was helpful and important, and in Sedik's view, "I went to every class offered, and I think it is most important to attend every class in order to receive maximum benefit. Missing one class means missing quite a bit."

Sedik also stressed the role of a person's spouse in retirement. My wife attended the course with me, because she in a sense is retiring with me. We'll be together 24 hours a day. A wife must be involved with and in her husband's retirement.

"Friends are another important part of retirement," he said. "One must be aware of one's friends, what they will be doing when one retires. Friends are not needed when one travels, but what about the rest of the time? A man's wife and friends are very important for a successful retirement." lg

Canada's Personnel People

In 1971, Canada had 4,055 personnel managers. Most were native-born Canadians who did not hold a university degree but held a position that now requires a degree. Male managers outnumbered women managers nine to one, and nine out of ten males, and one half of the females, were married.

An analysis of the 1971 census data by Dr. Pradeep Kumar, a research associate at the Industrial Relations Centre, Queen's University, has produced a manpower profile not only of personnel managers but also of the personnel and industrial relations officers and the personnel clerks who work under their direction.

The study is timely. Many questions have been raised about the viability of Canada's industrial relations system. And their main focus has been on the adversary approach to labour-management relations. But little attention has been paid to the strength and quality of personnel administration, which Kumar describes as "the main determinant of labour-management relations" at the company level. So Kumar set out to analyse the personnel and industrial relations functions "and to assess the short-term as well as the long-term structural problems of human resources management." His focus is not on the principles and practices of personnel administration, "but on the activities and qualifications" of practitioners in the field.

Personnel administration—"the main determinant of labour-management relations" at the company level

These are some of the questions he tries to answer: What do personnel and industrial relations practitioners do? What are the occupational requirements, educational and vocational preparation, and aptitudes, interests and personality traits desired in personnel administrators? How many managers, professionals and support staff are there in Canada? How do their age, education and income compare with peer occupations? Kumar says the answers are important in assessing "the strength of personnel management and industrial relations" in this country.

He uses *Canadian Classification and Dictionary of Occupations*, published by the Canada Department of Manpower and Immigration, as his basis for analysing the personnel and industrial relations functions and the educational, aptitude and personality requirements for the three occupational levels studied: personnel and industrial relations managers, personnel and industrial relations officers and personnel clerks. He uses the census data for his study of the size and nature of personnel

management and also of the age, schooling and income of personnel people.

Personnel managers form a part of middle management in government and private industry and are responsible for planning, organizing, directing and controlling the activities of personnel and industrial relations departments

The study found...more than one half of all personnel managers were in Québec

and divisions within an organization. *Canadian Classification and Dictionary of Occupations* shows that they hold a variety of titles, including personnel manager, employment manager, industrial relations manager, director of personnel, industrial relations director, and labour relations director.

Personnel and industrial relations officers are subordinate managers or administrators in the personnel and industrial relations field. Their titles include labour relations specialist, employment supervisor, personnel officer, occupational analyst, manpower counsellor, employment interviewer, and staff training officer.

Personnel clerks, of course, provide support services to an organization's labour relations and personnel activities.

Kumar finds it difficult to describe the precise nature of industrial relations work "because of the great diversity in personnel policies and practices." He says personnel activities are mainly related to "the management of human resources—that is they are primarily concerned with the problems arising out of employment, or unemployment, of people."

They can be grouped in seven major areas: staffing, training and education, maintaining personnel records, personnel management, labour relations, administering compensation, health and safety.

Significant changes have occurred in the scope and range of personnel functions since the end of the Second World War: "From an isolated staffing and welfare function in the 1940s, personnel and industrial relations has become in recent years a complex, total human-resource management activity and an integral part of organizational management."

This has been brought about by a variety of factors, including changes in the size, pattern and composition of the labour force, growing professionalism, changing work values and attitudes, changes in technology and organizational structures, increased unionism, changes in legislation and in public policy, public concern about occupational health, and even "the knowledge explosion, increasing emphasis on communications and social awareness about equal employment conditions and opportunities."

If life were ever simple for personnel and industrial relations people, it was not so in 1971 nor is there any reason to think it is so today.

As their functions have grown, so have their numbers, and the 1971 census found 32,060 of them: 4,055 managers, 25,005 officers and 3,000 clerks. One in four of them was a woman, but she was likely to be in a lower category job. "Only one in nine managers was a woman compared with two out of three personnel clerks and two out of nine personnel and industrial relations officers," Kumar reports.

There was one personnel employee to every 239 wage and salary earners, and one manager to every eight personnel employees. The study found nearly two thirds of the personnel people were employed in Ontario and Quebec, and about one in every three in Toronto and Montreal. More than one half of all the managers were in Quebec, but two out of every five officers, and more than half the clerks were in Ontario.

The average size of personnel staff was largest in Quebec and lowest in the Atlantic provinces. Quebec had one personnel person for every 207 wage and salary earners, compared with 228 in Ontario, 281 in the Prairie Provinces, 283 in British Columbia and 320 in the Atlantic Provinces.

And the ratio of personnel managers to total personnel and industrial relations staff was also highest in Quebec: two out of nine, compared with one out of 10 in Ontario, one in 17 in British Columbia and the Prairie Provinces, and one in 36 in the Atlantic Provinces.

Slightly more than half of all personnel and industrial relations people worked in manufacturing and public administration, and the federal government was the largest single employer in 1971, with 290 personnel managers and 6,210 officers.

The federal government — largest single employer of personnel people

Kumar found these numbers employed in other industries: manufacturing 6,315; business services 2,145; retail trade 1,890; provincial governments 1,765; finance 1,340; communication 1,105; hospitals 1,080; transportation 1,045; and wholesale trade 1,005.

He says the average size of personnel staff was also largest in the federal government: one personnel person to every 43 employees. He contrasts this with 1 to 5,993 in agriculture, 1 to 394 in forestry, 1 to 189 in mining, 1 to 248 in manufacturing, 1 to 88 in provincial governments and 1 to 176 in local governments.

Personnel managers are among the lowest paid in middle management

Most managers and administrators are men over 40 years of age who have less education and training than are required now of people entering this occupation. But personnel clerks are typically young women in their thirties with formal schooling and vocational training considered adequate for the job — 12 or 13 years of general education, and three to six months of on-the-job training. And while their managers are among the lowest paid in middle management occupations, the clerks are among the highest paid clerks.

What about the people in the middle? Kumar says the earnings of officers "compare favourably with their peer groups in industry with similar occupational requirements and nearly identical educational attainments." He finds them even slightly better off than many professionals in the social sciences and education who have far more education and training.

As might be expected, earnings for all three categories of personnel people are higher in Ontario and British Columbia than in Quebec and the Atlantic Provinces, with the managerial group showing the greatest disparity.

Most manager and officer positions now require a university degree in one of the social sciences, with some specialization in personnel and industrial relations and from two to ten years of on-the-job experience. But education and training are not enough; aptitude, interests and temperament are also important factors.

The aptitudes "considered significant" include intelligence, ability to understand relationships and to comprehend language, numerical ability to carry out arithmetic processes, and clerical perception of pertinent details. The significance of each factor varies with the level of the job. "Managers, for instance, require a higher level of intelligence and verbal ability to reason, comprehend and to make proper judgments than personnel and industrial relations officers," Kumar reports. "Similarly, personnel clerks require the same kind of aptitudes as industrial relations professionals and managers but only at a lower scale."

Personnel and industrial relations people should also have "a positive and active" interest in dealing with people, in communicating ideas, and in such activities as counselling, arbitration, conciliation, mediation and negotiations.

"They are also required to have proper personality traits for communicating with their fellow workers, including those who represent unions, and for influencing their opinions, attitudes and judgments.... Personnel managers and industrial relations professionals should also possess a temperament to direct, control and plan activities of their group effectively."

Managers, of course, need all these traits and more, since they are also department heads. Kumar lists, among other qualities, leadership abilities, tact and discretion in dealing with people, and integrity to win the confidence of others and to establish rapport.

"They require a rare expertise in human relations and salesmanship. In their professional capacity, they need to be specialists, constantly in touch with the changing knowledge and methods in a wide variety of fields— economics, sociology, political science, education, psychology, law and industrial relations. An ideal personnel manager and administrator combines tact, discretion, integrity, flexibility, and perseverance to lead and motivate his fellow workers and to establish rapport with union leaders, senior management and outside people.

"These are not very common qualities and therefore personnel and industrial relations people are not the average workers in factories or offices."

Are they equipped to do the job? Kumar declines to evaluate their personality traits, but he does say more personnel people are needed at all levels. He also points out that since many of the managers entered the field in the 1950s, their views and attitudes "may not be helpful in dealing with the young, diverse and educated workforce with a completely different set of work attitudes, career goals and aspirations. An infusion of 'young blood' may be needed" as well as more retraining for present managers.

Most don't hold a degree but their successors may need one

And since the need for industrial relations people is increasing, Kumar also proposes more career counselling and formal education in the occupation at all levels: primary, secondary, college and university.

He recommends also a reappraisal of personnel organizations to change the image of personnel and industrial relations management: "The low status of personnel and industrial relations management in the industrial hierarchy, reflected in their relative earnings, and the lack of awareness about the significance of personnel and industrial relations in modern organizations are factors in the current apathy towards the personnel and industrial relations profession."

Kumar's findings have been published by Queen's University's Industrial Relations Centre under the title: *Personnel Management in Canada, a Manpower Profile.* lg

Continual Dialogue—The Key to Better Industrial Relations

by Shirley Plowman

With the swirling grey waves of Lake Ontario providing a dramatic backdrop, some 290 delegates crowded a conference room at the Beacon Motor Hotel at Jordan Station to listen to labour relations experts discuss conflict and problem-solving.

Co-sponsored by the Niagara College of Applied Arts and Technology and Labour Canada, the October conference was a platform for delegates to re-examine their own attitudes to traditional methods of collective bargaining, and offer suggested alternatives to the adversary system in industrial relations.

Delegates were reminded by conference chairman Rick MacDowell of the University of Toronto that conflict between labour and management stems from the fact that they have different goals. But in the long run these goals have to be harmonized because wages and opportunity for employees depend on the firm's progress and profitability. "In the long run, if there is no harmony, the company will be out of business and you will be out of a job."

Shirley Plowman is a program officer with Labour Canada's public relations branch.

On the flip side of the coin, the company's immediate needs are not always in harmony with employee needs. And conflict is then inevitable.

"We should bear in mind that we have harmony most of the time," Prof. MacDowell said. "Something like 90 per cent of all collective bargaining leads to agreement without a strike, so the system, for all its criticism, still works fairly well in the majority of circumstances."

He advised that a good way to help bridge the gap between management and employee goals was through the advice and experience of Labour Canada's Employment Relations Branch. "These people have vast experience in labour relations, either on the union side or on the management side of the fence. Their experience is the kind that you can't buy from a management consultant, and it is a valuable resource to be used."

Delegates were told that one of the important services of the branch is the promotion of union-management consultation committees. "We are not talking about a committee that would replace collective bargaining, and we are not talking about a committee that

would replace the grievance procedure. Both of these are essential parts of the collective bargaining process," MacDowell noted. "What we are talking about is an attempt to get union and management together on a continuing basis,—a continuing kind of collective bargaining to harmonize difficulties as they arise."

"We have submerged almost out of existence a recognition of the parties' mutual interests"

Ontario Deputy Minister of Labour R.D. Johnston told delegates that when it comes to interest disputes, there are generally two kinds of arbitration—compulsory and voluntary. A new process, final offer selection (FOS) has been used on a number of occasions, he said, but it continues to be controversial.

"Dave Archer refers to it as a form of Russian roulette. John Crispo, I believe, calls it the 'least lousy offer' method, and he has had occasion to be involved in it once or twice and practically threw his hands up in despair when he saw his two choices."

Another development of increasing interest is fact-finding, in some ways a descendant of the old conciliation board process. The main difference is that fact-finders are not normally expected to make any recommendations; they simply set out the issues in such a way that the parties and the public can make their own assessment.

"I think fact-finding is probably going to be most useful in public-interest disputes, where hopefully it can focus public interest in an intelligent way on the merits of the dispute, and perhaps bring some pressure on the party that is being unreasonable."

Art Risely, Ontario Director of the Canadian Union of Public Employees, told delegates that his union is aware that strikes—especially in the public service—are highly undesirable, and that they should be used only as a last resort. "CUPE is vitally interested in finding ways to improve the adversary system," Risely said. "At the present time CUPE realistically accepts the fact that strikes are not obsolete. After all, sometimes a quick strike is better than lengthy negotiations with all the frustrations they produce."

Neither labour nor management, he said, seem to realize that they must cope with a completely new world. He suggested that in the same way a couple undertakes pre-marriage counselling, both parties should be trained and counselled prior to being engaged in collective bargaining relations. In the final analysis, he believes that free collective bargaining is the best system that we have today.

Management representative E.B. Griffiths, General Manager of the Toronto Harbour Commission, implied that the adversary system is not viable for today's circumstances and conditions. "I suggest to you that unless labour and management are capable of working together and properly understanding each other's problems, the question of inflation and the problem of unemployment is going to be greatly escalated, and much worse than it is today."

Peter Riggin, vice-president of Corporate Relations for Noranda Mines Ltd., said that although he believes the collective bargaining process is an integral part of the economic system, it has been instrumental in contributing to "double digit inflation."

Collective bargaining, he said, has resulted in highly inflationary settlements and a cost structure "that is battling us in terms of our competitiveness with others at home and abroad."

The collective bargaining system, as it is practiced today, excludes a lot of problems that need a basis of co-operation such as safety and health at work, and participation in the decision-making process. "The deeply saddening aspect of the way collective bargaining is going, as far as I'm concerned, is that we have finally honed the adversary confrontation to the point where we have submerged almost out of existence a recognition of the parties' mutual interests and of the need for co-operation."

Stewart Cooke, International Representative, United Steelworkers of America, reminded delegates that only 30 per cent of Canadian workers enjoy the privilege of collective bargaining.

"The little shops employing less than 40 persons are still the majority in this country, and their workers have very little to say. We have a factory in the town of Tilbury that has been on strike 14 months and the company's offer to those people just before the last minimum wage came into effect would have raised their wages to 15 cents above the current minimum wage. It's not a corporation that's going to go out of business; it's not going to price itself out of the foreign market. It's an American corporation that chooses to be in the town of Tilbury making toilet seats for the construction industry. They don't make their product any cheaper because those workers are being paid lousy wages, oh no. That's what our society is like.

"It's high time adversary attitudes gave way to co-operative attitudes"

"You talk about organizations that

"MED-A-FOS...would provide the parties with every opportunity to reach agreement through compromise and trade-off"

were supposed to be out of business 10 years ago, ours was supposed to be out of business 40 years ago...but it grows because people are being mistreated. In the current framework, people are using potentially dangerous materials because somebody could show their employers that by using those materials the company could make a vastly greater profit."

MacDowell agreed that there is more than money involved in the collective bargaining process. "I had the opportunity of acting in a minor way for a union involved in a discussion with a number of asbestos producing companies. Both the union and I believe the companies have been doing things that may be cost saving but very dangerous. And I talked to a group of trade unionists who are about the most frightened bunch of guys I ever saw because asbestosis is a very serious ailment, an industrial disease which nobody had heard about in this country until about two years ago. It's combined with a kind of cancer that has a 20-year time lag, no signs at all for 20 years and you're dead in 18 months. This is the kind of problem that has to be worked out through collective bargaining. There's a lot more than just money involved here when you talk about safety, industrial health and so on."

Collective bargaining has become more sophisticated within just a few short years, said Art Risely. "There's been a distinct change in the methods that we used many years ago. Today we have to have research departments, we have to have facts and figures to back up the kind of things we are presenting to management.

"As far as the adversary system is concerned, of course there is an adversary system. It's that kind of atmosphere; workers have their problems and management have theirs. And the problem of the worker is that he can't cope with inflation. The view in my organization is that wage increases do not cause inflation. It's inflation that causes wage increases."

If labour and management would only face up to the real problems, said E.B. Griffiths, they would discover they had more in common that they have ever had in the past. "What they really have in common is survival," he said.

But no one could dispute that despite the common struggle for survival, management and union were still basically locked in a combat situation. Said Peter Riggin: "I think labour-management relations is the only major activity in society today where we still settle a problem via trial by combat —relative strength of the parties—rather than by fairness and equity."

But strength was not necessarily measured by the size of either the company or the union. "I'm amazed to run into so-called knowledgeable people through the years who think the balance of power in collective bargaining is sort of a balance sheet of power—a large union, a big company. Those of us who practise labour relations know that timing, attitudes, personalities and politics—are the real things involved in making or breaking deals."

The age of specialization and compartmentalization of knowledge are a detriment to diverse groups getting together to solve mutual problems, thinks A. A. Manera, President of Niagara College. "Problems like inflation, crime, energy, labour-management relations, and unemployment need co-ordinated and concentrated problem-solving approaches that cut across vertical lines of responsibility," he said. "Because everything affects everything else, solutions to any one problem cannot be assessed without considering the implications of other problems. Society at large is affected in a most direct way by what management does, what labour does, what government does. The kind of freedom that we enjoy in a democratic society is very much threatened if any one segment in that society tries to solve its problems without reference to the rest of society."

There was almost universal rejection of final offer selection and compulsory arbitration

Deputy Minister of Labour Tom Eberlee agrees. In a message sent to the conference, he said in part: "The adversary concept, as we know it, has in the past, functioned at least as well as any other system, but it was conceived for a society and an economy much simpler and less interdependent than ours has now become. It's high time that adversary attitudes gave way to co-operative attitudes as a reflection of our very real interdependence."

The deputy minister said that more effort was being directed toward finding alternative methods to the conciliation-strike system. He suggested that a combination of two methods—one traditional and one experimental, might be one answer. The traditional method is mediation, a process that attempts to resolve interest disputes through compromise and voluntary agreement. Nothing the mediator does is binding, and any suggestions or recommendations he makes can be freely accepted or rejected by the parties. The other is Final Offer Selection (F.O.S.) a process whereby the union and the employer submit their final offer to an

arbitrator or arbitration board in an interest dispute. The arbitrator or board must choose one of the offers in toto and without change, and the offer becomes binding on both parties.

"Perhaps a more appropriate method would be the combination of mediation and F.O.S., something that would incorporate the compromising and voluntary nature of mediation but, failing to produce a settlement, the flexibility to select the most reasonable offer as a binding award," Eberlee stated. "Such a method could be labelled 'MED-A-FOS.' It would provide the parties with every opportunity to reach agreement through compromise and trade-off, with the assistance of a third party, and would provide the third party with the power to effect a settlement should one or the other party be unreasonable in its position."

The system was unique, he pointed out, in that if the mediator were placed in the position of wearing the F.O.S. cap, the selection would be made on an item by item basis, as opposed to a package basis. At the same time, the individual making the selection would be in a position to assess the efforts made by the parties to make free collective bargaining work.

Speaking further on MED-A-FOS, Ken DeWitt, Director of Labour Canada's Employment Relations Branch, said: "If the parties know that the mediator can eventually put on another cap and say, 'O.K. I was there at negotiations, I could see what was going on, I could see that one party or the other was not being reasonable in this particular area. Therefore, if I am forced to put on the other cap, I'll make a decision on what my observations were while the parties were negotiating.' Even at that he would also have the right to withdraw

"It's a lot easier these days to get rid of a wife than to get rid of a union"

from making a final decision if he thought the parties were too far apart."

After listening to the diverse views expressed by the experts, the delegates formed groups, and spent several hours discussing the adversary method of collective bargaining, and seeking alternatives.

When the workgroup chairmen gave their final verbal reports, it was apparent that labour and management were in consensus about the basic issues. They agreed that the collective bargaining process was undergoing a period of strain, partly because of economic situations, and partly because it reflects views of the 1940s. Everyone seemed a bit apprehensive about the system, but not so apprehensive that they really wanted a radical change. Most of the delegates appeared to support the traditional approaches, but seemed to realize that they would have to work harder to make them more viable. Some expressed concern about the adversary system, but felt that like death and taxes, it would always be there.

The groups and the speakers were in agreement that the attitudes to the system were much more important than the particular technique used. Whether one was talking about mediation or conciliation, or continual bargaining, it was the overall relationship of the parties that mattered most.

There was almost universal rejection of both the Final Offer Selection process and compulsory arbitration. In fact there was very real skepticism about any kind of compulsory third party intervention.

It was generally felt that good collective bargaining and a good bargaining relationship had to be built upon a solid basis of information—knowledge of the company's capacity to pay the going rate in order to arrive at a fair solution, or to bargain in good faith. Everyone agreed that continual communication was really the key to avoid the crisis atmosphere at negotiation time, and that ongoing committees would be of assistance.

"I think the best analogy to describe a labour-management relationship is that of a marriage, with a bit of a difference," MacDowell said in conclusio "Marriages are a lot easier to dissolve these days than labour-management relations are. You are stuck with your management, and you're stuck with the union. It's a lot easier these days to get rid of a wife than it is to get rid of a union. And cheaper too."

He urged delegates to continue to discuss and search for alternatives. "I hope that you will be skeptical about easy solutions. I think you *ought* to be skeptical and I am sure you *will* be skeptical about any specific solutions, because a solution really can depend upon a whole series of factors, and what might be good for one industry is not necessarily going to be good for another."

In the final analysis, however, the conference brought people together and provided a platform for discussing mutual problems and possible alternatives. They even began to see these problems through the other person's eyes. It is from this kind of ongoing dialogue that mature union-management relations will emerge. lg

The Beginnings of the Labour Movement in Québec

by Cyrille Felteau

It can hardly be claimed that the past ten years in Québec have been a period of social peace and contentment. Quite the contrary. The so-called "Quiet Revolution" was much less quiet than most people thought. Labour unrest was often long-lived and violent. Its effects were visible everywhere, on construction sites, at ports, in factories, hospitals, schools, post offices, and even in police stations and fire halls.

In fact the situation in Québec was no different from that in any other part of the country. It may be seen rather as a confirmation of the general rule. Commenting on Canada's labour problems last April, Prime Minister Trudeau urged representatives of management and labour not to make Canada's position as a trading and exporting nation even more precarious in a world of stiff international competition.

One may say, without exaggeration, that 1974 was not a good year for Québec: 212 major strikes involving almost 35,000 workers, 1,400,000 lost man-days. Although it's a drop in the bucket compared to the total workforce and the entire machinery of production, conflicts in one particular sector can paralyse the whole economy of a region, province or even country.

The Prime Minister and provincial leaders are worried, and justly so, about the serious, deep-rooted unrest that has prevailed for years on the labour front. The revelations of the Cliche Commission inquiry on union rights on construction sites are symptoms of a social ill that is hard to define. It is imperative, however, that we get to the root of the problem immediately. As the Québec Chamber of Commerce recently recommended, a variety of corrective measures should be examined. Governments can no longer allow unions or rather union leaders to use the public as hostages in bargaining.

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Before 1850, strikes and trade unionism were almost unheard of in Québec

The period that we are going through may be seen and understood more clearly in the context of the history of the early labour movement in Québec. Between 1850 and 1900, workers in Québec gradually became aware of their needs and rights. They also awakened to the fact that they were stronger when united and could more

easily reach their common goals. This was a period of growth for the Québec labour movement, of progress from childhood to early adolescence.

Before 1850, strikes and trade unionism were almost unheard of in Québec. But this is quite natural in a basically rural and agricultural society where factories are small, few and far between. Employees were unable to organize a permanent union. Consequently, to show their dissatisfaction, they resorted to brief skirmishes that the authorities had no trouble controlling.

The only ones who were able to form unions were the printers, in 1827, and the Montreal shoe makers and tailors in the 1830s. These short-lived associations left no valuable records; their ideology, the size of their membership, and their activities remain a mystery. All we know is that the mutual interests of employers and employees in the printing industry led to the formation of a union. They did not consider strikes as instruments to be used in bargaining. The rare documents in existence indicate that the printers had three main objectives: to assist sick or unemployed members, to limit the number of apprentices, and to improve working conditions.

The weak were defenceless and the strong were merciless

The 1851 census revealed that workers and craftsmen in the cities specialized in 125 trades, a limited variety that reflected the primitive state of Québec's economy. A more highly specialized division of labour came with modern technology.

But in spite of slow industrial progress, mechanization began to destroy the traditional balance and to change working conditions. A craftsman who agreed to work in a factory was deprived of his freedom and his pride. He had to work long, hard hours for low wages. He had to go through the same motions every day and remain anonymous. He no longer had the joy of producing an item of his own creation, he was penalized for absent-mindedness and his mistakes; sickness and layoffs reduced his pay cheque, he was helpless during hard times. In 1901 a specialized worker made about $330 a year (about $30 a month) and a female worker made $187 a year.

During this period of industrial progress, the weak were defenceless and the strong were merciless. Working conditions were sometimes akin to slavery. In 1889, the Coaticook Spinning-mill had no qualms about announcing that "there were jobs for the whole family, including twelve-year-old boys, and girls who were over fourteen."

The work environment was frequently unhealthy and employers tried to get as much work as possible from an employee, while paying him the lowest of wages. In the 1890s W.L. Mackenzie King, who later became Prime Minister of Canada, studied this practice and made a detailed account of it.

A manufacturer cut the fabric; subcontractors agreed to have the garments sewn for a fixed price. They went about it in two ways; they either crowded people who did piece-work into unhealthy workshops or they distributed the pieces to be assembled to thousands of women who worked at home. Mackenzie King pointed out that a woman who worked hard 60 hours a week earned $2 or $3 for that pay period. A carpenter, however, could earn $3 a day. The "sweating system" was not an exception, it was the general rule in many sectors of manufacturing, including the textile, shoe, and cigar industries. King believed that 75 per cent of the garments sold were of the ready-to-wear sort and, of these, barely 3 per cent were made in factories. The manufacturing was done in hundreds of small shops and thousands of private homes located mainly on the outskirts of the cities.

These employees earned the bare minimum and found it impossible to save any money. During slow seasons or periods of economic crisis, the situation became desperate for thousands of people who were out of work. *Le Canadien*, a Québec publication, stated, July 27, 1899: "Poverty among the working class is dreadful; hundreds of family heads are penniless and out of work." Many newspapers of the time carried similar stories. There were no social insurance schemes, such as family allowances, old age pensions and unemployment insurance, to alleviate the hardships caused by an economic slump.

The first labour conflicts were caused by a rapid rise in the cost of living

Around the middle of the century, private enterprise and public agencies devised as best they could some way of assisting the poor and the unemployed. Thus, during the winter, the municipality of Québec employed people to cut stones that would later be used to pave new streets. The Society of St. Vincent de Paul gave away firewood donated by farmers from the surrounding area. The priests created, with the help of influential people in the community, committees that distributed soup. In 1868, five Catholic parishes in Québec gave out 4,300 vouchers weekly for one quart of soup and four ounces of bread.

In 1885, there were reportedly 6,000 unemployed workers out of an active population of 8,533 persons in West Montreal and the surrounding villages.

Strikes and unionism ran counter to the ideology held by most people

This is a far cry from the 8 or 10 per cent unemployment we now consider almost intolerable.

The level of poverty in towns increased as the 19th century wore on. In the 1880s the poor started to band together and to protest loudly, and sometimes violently. In January, 1892, 4,000 workers gathered in the Champlain Marketplace, Québec City, to demand that a public works program be set up to aid them. In Montreal, in 1895, 3,000 to 4,000 unemployed workers gathered on various occasions. One of them told the mayor: "The men will not quietly return home and starve to death in a country where food is plentiful and so many others are living in the lap of luxury; no one could blame them for resorting to guns and dynamite."

Europe and the United States had found an answer to the new labour relations problems a few decades earlier—workers' associations. These now started to flourish in Québec and their numbers swelled with the growth in industrial development.

The 1850s saw much heavy investment in railway construction and a sharp upswing in the lumber and boat-building trades. The increased number of industries in Montreal led to the first labour conflicts—caused by a rapid rise in the cost of living that was not compensated by higher wages.

The workers discovered and used methods for exerting pressure that were then common in Europe and the United States: strikes, picketing, threats and protest marches. Caught off guard, employers took measures that were popular in the United States. They called on strikebreakers, implemented an obsolete criminal code, used machines, made a black list of undesirable employees, and formed arbitration committees.

A few examples give us an insight into the disorganized nature of these conflicts. In 1852, the Richmond Railway employees went on strike to back up wage demands. They also tried to intimidate workers who wouldn't go along with them. At the request of company officials, Judge Synes proceeded to arrest the union leader and to look for the union officers. In 1855, the strikers at the Grand Trunk Railway did the same thing and won the support of many trade associations. The mayor of Montreal made no secret of the fact that he intended to reprimand these agitators. He then organized a special police squad.

In Québec, where 6,000 dockers and hundreds of boat-builders toiled for low wages, the conflicts degenerated into small-scale riots. The dockers were forced to unite because of the pressures exerted by an influx of cheap labour from the surrounding countryside. The Irish first banded together in 1862 and formed the Québec Ship Labourers' Benevolent Society. Three years later, French-Canadian traders and dockers founded the French-Ship Benevolent Society. As early as 1866, conflicts broke out between the two rival groups. The Irish tried to intimidate the Lauzon dockers. The problems became more acute during the following years. Labour unrest spread to other sectors of the economy in Québec City.

In French Canada, strikes and unionism ran counter to the ideology held by most people. A Québec newspaper, *Le Canadien* asked: "In the name of freedom and charity, can this be right?" It went on to say: "peace is the only legitimate and rational way to protect yourselves." Montreal's *La Minerve* offered sharp comments: "Strikes seem to have become the most common disorder in the country, which is always anxious to import evil European practices that are the most harmful to social well-being." *La Minerve* added: "Strikes always benefit lazy people; workers never gain anything from them because management is always stronger."

Cries from the advocates of peace did not alleviate the social problems in Québec City. In August 1869, three companies of soldiers had to be called to control the striking dockers. In 1878, encounters between strikers and the forces of law and order degenerated into riots. Labour conflicts were not confined to the traditional trades such as carpenters, dockers and joiners. They included the entire labour movement. As the process of industrialization gained momentum, proletarians who had trouble adapting to the living conditions dictated by technology became more numerous, associations were formed and conflicts broke out.

Trade with the U.S. paved the way for international unionism

Undoubtedly, the increased volume of trade with the United States paved the way for international trade unionism in Québec. The Iron Molders Union of North America, founded in 1859 in Philadelphia, established a branch in Montreal as early as 1861. The National Typographical Union (1852) became affiliated with l'Association des Typographes de Montréal in 1861 and with the same organization in Québec City in 1872. In 1865, a group of Hungarians from the United States formed l'Union des cigariers (Cigar-makers' Union) in Montreal. The Brotherhood of Locomotive Firemen and Enginemen opened a branch in Montreal in 1867.

Very little is known about the activities

of unions that left no records or, at the time, were secret organizations. In the 1860s, the most famous of these secret associations was the Chevaliers de Saint-Crispin (Knights of St.-Crispin), which was founded in Milwaukee. In 1867, the Knights of St-Crispin opened chapters in Montreal and Québec. But this association was short-lived; it was dissolved in 1871-72.

The structure of these organizations remains a mystery. The newspapers that covered some of their more turbulent activities leave us with the impression that they enjoyed a certain prestige in the community.

In June 1867, 15,000 workers of all trades marched down the Champ de Mars. The number of strikes among wagon drivers in Montreal is another indication of the steady and effective nature of union activities. According to the newspapers, the unions wanted more than higher wages. The Montreal wagon drivers' strike in 1864 tried to break the Grand Trunk's transport monopoly. The shoemakers in Québec were not against the mechanization of the shoe industry. They did, however, take action from 1869 to 1870 to try to control hiring so as not to find themselves out of a job.

The union movement was adversely affected by a financial and economic slump from 1873 to 1879, but union activities started up again in the prosperous 1880s. The first important strike in the textile industry took place in April 1880; 500 female employees of Hudon mills had asked for increased wages and a shorter workweek. The company replied that it would not hesitate to import workers.

In May 1881, the Grand Trunk Railway took even more drastic measures when faced with a strike: "All men who do not report for work today will receive their wages at 6 p.m. and will have to fill out an application form if they want to be rehired." Most of the workers rushed back to work, but the company refused to rehire the union leaders. Nineteen more unions were formed in Québec between 1880 and 1900. In February, 1883, the Montreal Leather Cutters Association tried to organize the General Labour Association of Montreal. The Pork Butchers' Union took an active part in the Montreal municipal elections. There were more strikes.

The unions lacked success in the political arena

Behind the ever-increasing number of labour conflicts stood the Knights of Labour (les Chevaliers du Travail), a secret organization founded in the United States. It established its first Canadian branch in Hamilton in 1881, then opened branches in Québec. Here, the organization's success was due mainly to its idealistic tendencies. It was in favour of political action, co-operation, arbitration, education of its members through debates, and monetary and agrarian reforms. Its secrecy, however, worried the clergy. In October 1883, Cardinal Taschereau sent a copy of its constitution to Rome. In September, 1884, Rome banned the organization. In a circular sent out on February 2, 1885, Cardinal Taschereau asked all Catholics not to belong to this association "because of the principles, the structure, and the statutes of the Knights of Labour (Chevaliers du Travail)." The clergy's instinctive mistrust toward secret societies and international unions led directly to the formation of Catholic unions in the 20th century.

In January, 1888, an excerpt from a sermon covered by *Le courrier du Canada* was indicative of the clergy's point of view. "The eloquent preacher [Canon Bruchési, who later became archbishop of Montreal] made a clear distinction between Catholic societies, like the craftsmen's associations, and the irreligious or indifferent societies. The latter should be banned, while the former should be encouraged in order to ensure the development of our religion and to safeguard our nationality." For the time being, however, the Québec clergy had to put up with international unions. A somewhat cynical comment is found in the *Montreal Star*. "The time when bishops could lead people around by the nose is past."

The unionization of workers gained momentum toward the end of the 19th century. By 1902, there were 151 locals in Québec. Again, workers felt a need to co-ordinate the efforts of their unions. In 1881, the Toronto printers organized the Toronto Trades and Labour Council; in 1885, all the Montreal unions, except for the Knights of Labour (les Chevaliers du Travail), were united under the Montreal Trades and Labour Council. This type of council pushed for better labour legislation and campaigned on behalf of Members of Parliament who were on labour's side. Because labour legislation came under provincial jurisdiction, the councils could not wage an effective battle against national, if not international, monopolies.

The first unions had no ideology, no managerial personnel, no relief fund

The unions were interested in political action, but their efforts did not meet with very much success. On July 17, 1886, 100 workers gathered in Weber Hall in Montreal to choose a labour candidate to run in West and Central Montreal. Their candidate was defeated in the elections. Before 1900, the workers were only once successful in electing their candidate, Alphonse-Télesphore Lepin, who was voted into office in an 1892 by-

election. His victory was the result of the unions' unqualified support.

Their lack of success in the political arena, and the ineffectiveness of their verbal demands forced workers to resort more and more to strikes. A rough count of work stoppages in Québec reveals that there were at least 44 between 1886 and 1900. The sectors most often hit by strikes were the textile industry (10), the shoe industry (6), the tobacco industry (5), and the Grand Trunk (3). The disputes centered most often on questions of wages and the 9-hour working day. Right from the beginning, however, it seems that the union movement in Québec espoused the views of the international unions.

Changes in Quebec's economy during the second half of the 19th century provided the impetus for trade unionism, yet there appears to be much confusion as to the birth of the province's unions. Québec's geographical position and its three-sided cultural background, putting it at the crossroads of French, English and American influences, helped to blur the origins of the Québec union movement. A union leader like Médéric Lanctôt would not hide the fact that while he was in Europe be looked into the labour unions and their social theories, and that the knowledge he gathered there guided his actions.

In the craft-oriented sectors of secondary industry, the traditional mutual aid societies continued to develop. Intensive studies have shown that between 1850 and 1900, dozens of these societies were formed. Several are still in operation, like the Société des Artisans Canadiens-français (Society of French Canadian Tradesmen), originally founded in 1876 by a group of woodworkers in Nicolet, and l'Union Saint-Joseph de Drummondville (the St. Joseph's Union of Drummondville), which has been helping workers in that region since 1889. Modern labour unions were formed in industries that were more affected by the industrial revolution.

The first workers to band together were the tradesmen. In self-defence, as it seems, they transformed their mutual aid associations into unions to slow down the mechanization of industries, to control the hiring of workers and to maintain their existing level of wages. The fact that the first

A union movement that sprang from the people of Québec took several decades to develop

associations appeared during the long period of price increases between 1851 and 1873 is quite significant. The widening gap between the cost of living and wages and the introduction of the machine were, without a doubt, determining factors in the formation of unions. It was impossible for employers to lay off large numbers of skilled workers, as the unions whose memberships included these workers were able to resist pressures exerted by employers and public opinion. Craftsmen who became factory employees suffered much more than the journeymen from the alienation brought about by the machine. Consequently they were more attracted to unions that went beyond the fight for better salaries and working hours and questioned industrial society on the grounds of its inhumanity. The Knights of St. Crispin and the Knights of Labour owe most of their success to this factor. This outlook is also responsible for the motions put forward in the Trades and Labour Congress of Canada to create a socialist state.

Non-skilled workers were slower to form unions because manpower resources were abundant and employers had no trouble hiring meek workers. Right from the beginning, the resistance put up by the non-skilled

"Let's leave the payroll heist until after the company has awarded its cost-of-living increase."

workers was doomed to failure. A few privileged groups, however, such as the dockers and wagon drivers, were able at an early date, to wage successful battles against their employers.

The first unions to appear often had no ideology, no managerial personnel, no relief fund, and were often quite shaky. The development of these organizations was severely hampered by the economic slump between 1873 and 1878, which forced many industries to close down. They were hurt even more by the fact that they did not have the support of either the wealthy or the Church. The cuts in salary made by employers in order to protect their profit margins led to badly organized skirmishes. Many underfed and badly-dressed workers took the opportunity to declare that they were dying of starvation under existing conditions.

The process of industrialization started to regain momentum in 1880 thanks to fixed rates, reduced transportation costs, mechanization, centralization and integration. A new type of trade union emerged: membership was no longer according to the trade, but rather according to specialized operations. One example is the assemblers' strike declared in the Québec shoe industry. American unions formed by workers performing specialized tasks established branches in Québec and strengthened this tendency.

The unions of the 1880s were undoubtedly better organized than the earlier ones. They benefited from the help, the experience and the organization of American unions. They subjected their members to stricter discipline and managed to back up their demands with some degree of success. The unions were often imported and they always based their actions on principles that were not conceived in the French Canadian culture. They hardly suited the Québec worker.

A union movement that sprang from the people of Québec took several decades to develop, at first within the CCCL and then within the CNTU. To recount the birth and evolution of this new type of trade unionism in the province would be to tell the history of the labour movement in Québec over 75 years. That, of course, is another story. lg

"Well, we've finally reached the point where our creditors can't afford to foreclose on us!"

Industrial Relations in Québec Since the "Quiet Revolution"

by Shirley B. Goldenberg

In view of the considerable current concern over labour unrest in Québec, it is important to remember that the climate of labour relations in that province reflects the malaise of a society that has telescoped into a brief time period changes that were spread over many decades in the rest of North America.

Given the general climate of labour militancy in Québec today, and the politicization of labour negotiations by some of the more prominent union leaders, particularly in the public sector, it may be hard to believe that a former Premier, Maurice Duplessis, used to advertise in the American press for industry to establish itself in the province because of its "cheap and docile labour force."

By and large, this was a correct description of the situation in Québec prior to 1960, the year in which the Liberal team of Jean Lesage defeated the long established Union Nationale and launched its so-called "Revolution tranquille"—the Quiet Revolution.

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The watchword of the Quiet Revolution in the early Sixties was "rattrapage" (catching up)—catching up to the rest of the country, catching up in effect to the Twentieth Century.

There is no doubt that Québec was on the move even before the Quiet Revolution. But it moved slowly and in the case of the labour unions, only in fits and starts.

Public policy in labour relations in Québec was about the most restrictive in the country. The Labour Relations Act of 1944 had provided machinery for union recognition, the right to bargain collectively and the right to strike in the private sector. These, rights, however, were not always implemented in practice. The Steelworkers' strike at Murdochville, for example, was essentially a recognition strike. The company had used all the delaying tactics in the book to keep the union from being certified. It had done so with the connivance of the provincial government, which often engaged in strikebreaking activities, as in the case of Asbestos. But while the Labour Relations Act permitted strikes, in theory at least, in interest disputes in the private sector, the Public Services Employees Disputes Act and the Municipal and School Corporations Act required compulsory arbitration of unresolved disputes in a wide range of public and quasi-public services.

The Quiet Revolution heralded better days for the labour movement, with legislative changes that gave Québec

"Rattrapage"—catching up—was the watchword of the Quiet Revolution

the most permissive labour legislation in the country. The Labour Code of 1964 extended full collective bargaining rights, including the right to strike, to salaried members of licensed professions such as engineering, architecture, medicine, law and others that had previously been excluded; to teachers a year later; and with minor modifications, to employees of the provincial government. Police and firefighters were the only groups specifically prohibited from striking under the Labour Code. However, the new legislation contained provisions (Section 99) to postpone a strike, by court injunction, for an eighty-day period in specified public services where a work stoppage might involve a threat to public health or safety. The injunction could not be renewed. The changes in labour legislation that were implemented in the Quiet Revolution have remained on the statute books.

Québec workers, on the eve of the Quiet Revolution, were organized, as they are today, in two major federations, the Québec Federation of Labour (QFL) and the Confederation of National Trade Unions (CNTU). Although these organizations had shown solidarity in particular strikes in the past, and would do so again in the future, the Quiet Revolution was marked by considerable rivalry between them, with the CNTU in the ascendancy. Being a Québec-based and uniquely French Canadian movement was a distinct advantage during the upsurge of nationalistic emotion that marked this period. But personal factors were also important. Many leaders of the CNTU in the early sixties had the advantage of long ties of friendship with ministers in the government of Jean Lesage.

This was a period of tremendous militancy. The strike statistics show that the CNTU, with considerably less than half the total union membership in Québec, was involved in two out of every three major strikes. It would no longer put up with the wages it inherited from its more docile days. The early Sixties were also marked by a tremendous organizing drive. The CNTU doubled its membership between 1960 and 1966, a period in which the rate of growth of the rest of the organized labour movement in Canada appeared to have passed its peak. Thus the CNTU's share of total organized labour in Québec rose from 30 to 40 per cent.

The organizing drive took two forms. First there were raids on rival unions affiliated with the QFL. This caused a great deal of bitterness, but the numbers involved were minimal, less than 15,000. Less dramatic but more significant, the CNTU moved into new areas, seeking new classes of workers to organize, white-collar workers, professionals, civil servants. The largest new group was in the civil service, more than 25,000.

Nowhere was the need for "rattrapage" more pressing than in the public services. While civil service salaries in other jurisdictions had been tradionally inferior to the private sector, the disparity was even greater in Québec, where government employment was notoriously riddled with patronage, effeciency was low, and salaries lagged accordingly. The Québec of the early Sixties also reflected a long history of Church domination in the health and education sectors, areas that even in other provinces were marked by depressed wage levels. With many of the French hospitals and schools having been staffed by members of religious orders, the lay workers who were employed in the expansionary period of the Quiet Revolution found themselves starting with a particularly low wage base. The impatience to upgrade substandard wages and working conditions in a climate of rising expectations, rapid social change and widespread questioning of established institutions and practices may explain, in part at least, the rash of strikes in public services—as well as in the private sector—that followed the liberalization of labour laws in Québec and that are still very much a part of the industrial relations scene.

There is no doubt that events in the public sector have dominated labour relations in Québec in the past decade. The first civil service negotiations occurred in 1966 and reflected the superior preparation of the unions. The Fonctionnaires Provinciaux du Québec (SFPQ) achieved significant gains, the professionals flexed their muscles by going on strike as did the employees of the Liquor Commission. In the same year, a strike in a number of hospitals was brought to an end by placing the hospitals under

Events in the public sector have dominated labour relations in the past decade

trusteeship. The government trustee was given a mandate to settle that the hospital boards had lacked. With the government now paying 95 per cent of hospital operating costs, under the hospital insurance program, local hospital administrators were no longer in a position to decide on wages and salaries. "He who pays the piper calls the tune."

The social changes that were introduced by the Lesage regime were telescoped into such a brief time period that some of them, notably the educational reforms, proved rather difficult to digest, particularly in the more tradionally minded rural areas. In 1966 the people of Québec defeated the government of Jean Lesage and

returned the Union Nationale to office. The financial legacy of the Quiet Revolution reflected the enormous cost of its reforms, particularly in the education sector. (Hospital insurance costs were shared by the federal government). The Union Nationale government had little choice but to embark on a policy of financial restraint. It began by issuing directives to school boards restricting salary increases. This resulted in a number of serious teachers' strikes in the winter of 1966-67. The strikes were ended by special legislation, the notorious Bill 25. In addition to forcing the teachers back to work and extending existing collective agreements, this Bill was particularly significant because it established province-wide bargaining in the education sector, *with the government as a party to the bargaining relationship.* Bill 25 provided that the parties to the 1968 teachers' negotiations would include: representatives of the Federation of Catholic School Commissions, the Federation of Protestant School Commissions and the government on the management team; representatives of the Corporation des Enseignants du Québec (now known as Centrale de l'Enseignement du Québec or CEQ), the Provincial Association of (English) Catholic Teachers (PACT) and the Provincial Association of Protestant Teachers (PAPT) on the employee side. Centralized bargaining in the education sector was now written into the law.

Government representatives also took part in hospital negotiations in 1968 and were signatories to the collective agreements that resulted. In the case of the hospitals, however, there was no statutory provision for government participation at this point. It was a voluntary arrangement—mainly because the unions wanted it. They felt it would be nore practical to deal with their "real employer," in the financial sense, than to waste time with intermediaries.

The government had felt at a disadvantage in the first round of civil service bargaining (1966). Bargaining rights had been granted rather hurriedly, and with little preparation, in response to union pressure. What with the need to catch up in salaries and the fact that the unions were well prepared, the first negotiations brought significant union gains. But given the government's responsibility for wages in the health and education sectors as well as in the civil service, it became clear that increases could not continue to be given on an ad hoc and piecemeal basis. By 1968, the negotiations took place in the context of a common wage policy, the famous "politique salariale", which was applied to all areas of public employment in which the government was a party to

'Malaise' had been building up before the Common Front strike

the bargaining relationship. The responsibility for the 1968 negotiations in these areas was assigned to a minister of state (without portfolio) in charge of the civil service. By 1969, the Civil Service Department Act established a new department for the purpose. Since then the minister of the civil service has been officially responsible for the conduct of all negotiations in which the government is an interested party.

The most recent negotiations in the public sector (1971-72) resulted in some very dramatic events. A Liberal government was back in office but this did not improve the bargaining climate. The bargaining structure in the health and education sectors was set out in special legislation, Bill 46, adopted on the eve of the negotiations (June 1971). This Bill provided for government participation on the management bargaining teams and province-wide negotiations for all employees in the health and education sectors.

While the legislation envisioned centralized bargaining in each of the major sectors, health, education, civil service, the actual process of centralization for the last negotiations went much farther than the statute provided. By articulating a common salary policy for the entire public sector and imposing centralized bargaining on the hospitals and schools, the government, unwittingly, initiated a process of centralization that culminated in a single bargaining table for employees in the civil service, hospitals, schools, CEGEPS (community colleges), Liquor Commission and Hydro—Québec, as well as security agents, social workers, and so on. Faced with the government's "politique salariale", the major unions in the public sector decided to form a Common Front with Marcel Pepin, president of the CNTU, as head of the negotiating team. The CNTU represented more than half the workers involved in the common front.

The common front negotiations were carried out at a central bargaining table, with representatives of the government, the hospitals and school boards on one side and the CNTU, CEQ and QFL on the other. Negotiations at the central table involved the key monetary issues of wages, job security, pension plans and salary insurance. Although concurrent negotiations were carried on at separate sectorial tables, for example health and education, to discuss issues peculiar to each of the groups, it was understood that separate sectorial agreements would not be finalized before a central agreement was signed.

The stakes were particularly high under this centralized system, partly because of the numbers involved, partly because there could be no middle ground between a settlement and a strike. The Québec government would not allow third party arbitration in a public sector interest dispute. As the common front negotiations

included all the public services, nearly half the gross provincial budget was involved. The government insisted it would never abdicate its responsibility over budgetary priorities. It still maintains this position.

The negotiations broke down, and a very bitter strike ensued. The strike as such was legal because the unions had observed the compulsory delays and given the required notice. On the other hand, the hospital workers who ignored a court order to return to work were clearly in defiance of the law. It was for counselling these workers to defy a court injunction that the Big Three labour leaders Pepin, Laberge and Charbonneau went to jail. Back-to-work legislation (Bill 19, April 21, 1972) suspended the right to strike rather than revoke it permanently. It provided for a contract to be imposed by government decree if renewed negotiations did not produce an agreement within a specified time period. A four-year agreement was eventually signed by all but the teachers and Liquor Commission employees. The contracts of these two groups were imposed by decree.

It is particularly important to be aware of the social context in which the public service strike took place. An atmosphere of malaise had been building up long before the negotiations began. The unions had presented a common front against the government on a number of public issues as far back as the summer of 1970. They had demonstrated against a bill on language rights in the schools; then they demonstrated against some provisions of the Medicare legislation that was being debated at the same time. They felt the doctors got too good a deal in bargaining with the government and eventually used this as an argument in their own negotiations. There was also the famous October crisis of 1970—and union opposition to government measures at the time. There was the *La Presse* strike—a private sector dispute—used by the Common Front leaders as a symbol of oppression of the workers. So the unions that would eventually negotiate together in the public sector had already taken part, together, in a number of very emotional events. This could only aggravate the climate at the bargaining table.

The labour relations climate has not improved since the last round of public service bargaining

The Common Front negotiations were characterized by a political dimension that went beyond the conventional issues, and tactics, of a labour-management dispute. The formal union demands were based mainly on wages, working conditions and job security, the usual subject matter of collective bargaining; but the negotiations, from the outset, took the form of a political confrontation between the union leaders and the government. With the union slogan of "Cassez le Système," down with the system, the strike that ensued was virtually inevitable.

The politicization of the common front negotiations had some significant repercussions, including a rather serious breakaway movement in the ranks of the CNTU. The civil service union (SFPQ) disaffiliated from the central body, preferring to go it alone. Some of the CNTU affiliates in clothing, mining and construction also decided to leave; they formed a new labour organization, la Centrale des Syndicats Démocratiques (CSD). The total loss of membership from these disaffections has been estimated between 50,000 and 75,000.

The common front strike also raised some serious public policy issues, particularly with respect to enforcement of the law and the maintenance of essential services. It was generally expected that the government would revise the law before the next round of negotiations. However, while restrictive legislation (Bill 89) was actually introduced, it was subsequently withdrawn. The right to strike in the public sector remains on the statute books of Québec.

It is clear that the general climate of labour relations has not improved in Québec since the last round of public sector negotiations. The strike record during these years has been the highest in any province. Some bitter and lengthy strikes in private industry, like United Aircraft, Asbestos and construction have become *causes célèbres* implicating the provincial government. Other strikes in the private sector, in municipal transit, even strikes by police and firemen and some in areas of federal jurisdiction have only served to exacerbate the situation. On the other hand, it is interesting to note this high level of strike activity has been a serious drain on union treasuries, particularly in the case of the CNTU whose strike fund has been virtually depleted. It is also particularly interesting to note that an emergency membership assessment to bolster sagging strike funds was recently rejected by the largest group of public employees represented by the CNTU (la Féderation des Affaires Sociales) on the ground that they would never benefit personally from it. As hospital employees, they felt that they would probably be legislated back to work before becoming eligible for strike benefits; in the case of a prolonged strike, on the other hand, the funds would not be sufficient. While it is too early to assess the implications of this attitude for the CNTU's tactics in the coming negotiations, it is obviously a factor to be considered.

As in many of the other provinces, construction has been one of the most problem-prone industries in Québec. Labour problems in the

construction industry have also had a significant public impact in Québec, and they have resulted in some serious delays on major public projects, the Olympic site, for example. Like Ontario, Québec had just gone through a public inquiry arising from violence and intimidation in construction unions. (LG July, p.428). Some of the offending unions have since been placed under trusteeship. But in addition to problems that flow from the peculiar nature of the construction industry, which it shares with other provinces, Québec has problems of its own. The existence of two central labour federations in Québec and their bitter rivalry in the construction industry has resulted in special problems. In contrast to the public sector, where the CNTU is dominant, a significant majority of the workers in construction, particularly in the skilled construction trades, are affiliates of the QFL. It is one of the anomalies of the labour scene in Québec that the central labour bodies, while presenting such a united front in the public sector, remain at log-gerheads in construction.

The government created a highly centralized bargaining structure in this area a few years ago in the hope of mitigating the effects of the rivalry. But in addition to failing in its principal objective, it may have created a monster. With the adoption of sector bargaining in the construction industry, a strike means a province-wide shut-down. This has resulted in government intervention, on grounds of public interest, whenever a dispute occurs. The implications for free collective bargaining are self-evident.

Construction industry labour relations were covered by general labour legislation in Québec until 1968, with unions certified at the local level on the basis of majority representation. The only distinctive characteristic of the Québec situation was the practice of extending minimum negotiated benefits, by government decree, to unorganized sectors of the industry. This was done on a regional basis under the provisions of the Collective Agreements Extension Act (1933).

The Construction Industry Labour Relations Act of 1968 removed labour relations in the construction sector from the coverage of the Labour Code. It introduced the concept of "representative association" in place of the principle of exclusive recognition that has characterized North American labour relations since the passage of the Wagner Act. By giving statutory recognition to the CNTU and the QFL as bargaining agents on a province-wide basis, each with a veto power, it was hoped to obviate the bitterness of interunion rivalry that had plagued the industry under the system of exclusive recognition. Five major construction associations were recognized on the employer side. In theory, members of both union groups could work amicably on the same construction site under the new legislation. In practice, the group that constituted the majority on a site often used strong arm methods to keep the others out. Some employers have also brought temporary peace on construction sites by under-the-table deals, in violation of the province-wide agreement.

Every interest dispute in the construction industry since 1968 has been ended by ad hoc legislation and the imposition of a government decree. The last time was particularly ironic. The QFL, representing the vast majority of the workers, reached agreement with the major employers. But because the CNTU had refused to negotiate, the agreement was not valid under the law. Special legislation was passed legitimizing any agreement signed on behalf of a majority in the industry.

The Cliche Commission's recommendations were intended to clean up the unsavoury practices that were uncovered in the course of its investigations into union freedom in the construction industry, but would leave the structure of province-wide bargaining virtually unchanged.

The foregoing was condensed from **Industrial Relations in Québec, Past and Present**, *a paper published last summer by the Industrial Relations Centre at Queen's University, Kingston, Ont.* lg

Anatomy of a Strike

by Linda Cahill

When the decimated union strike force began returning to work at the Pratt & Whitney plant this fall, one veteran Quebec labour reporter said, "Corporate solidarity won out over worker solidarity."

If there is any lesson Canadian unions can draw from the longest and most violent strike in recent Quebec history it is to be found in the labour reporter's words.

After 20 months of picketing, riots, a plant occupation and the seizure of 10 hostages, the workers at United Aircraft (renamed Pratt & Whitney last spring) lost heavily in their battle with the American-owned company.

The lengthy strike which ended August 28 was a personal and syndical disaster for the 2,200 union members working in the company's Longueuil, Quebec plant.

Linda Cahill is a reporter with ***The Montreal Star.***

Just before signing the agreement sending the 600 workers remaining on strike back to work, union leader Robert Dean admitted:

"We sure as hell can't claim victory because we've been out 20 months."

"Corporate solidarity won out over worker solidarity"

The Quebec director of the United Autoworkers Union stressed the workers could return to their jobs "with pride for having lived the toughest union battle in the history of Canada and North America."

But for the 1,200 striking workers who broke ranks and returned to work during the strike, pride wasn't enough to keep them going along with their $30 to $40 weekly strike pay.

And the men who held out went back for what union leaders describe as a "pitiful" wage settlement. They failed to win their major objective—implementation of the Rand formula for compulsory dues payment by non-unionized workers in the plant.

Meanwhile 1,300 "scabs" had been hired to keep production going during the strike. Together with the returned strikers, who quit the union to take

back their jobs, they form a majority in the plant. UAW's local 510 is a minority. The union could even be decertified if it doesn't recruit enough new members to represent 50 per cent of the plant's workers by the time the new contract expires in 1978.

Their battle...cost the strikers personally more than $9 million in lost income

Quebec law forbids decertification immediately after a strike but a union can be decertified in the period 30 to 60 days before a contract expires if it doesn't represent the majority of workers.

What happened? Why didn't the union—the tough UAW—do better for the 2,200 workers?

Their battle cost the union an estimated $5 million; it cost the strikers personally more than $9 million in lost income.

And how can you measure the damage done to a man's morale, family fabric and working career?

Basically, United Aircraft fought a good union-busting battle with its workers, with this twist—the company fought union demands for basic Canadian labour practices on orders from its American parent in East Hartford, Connecticut.

The company objected to three major union demands when the UAW's contract expired in September 1973:

- The Rand formula, a Canadian labour relations system whereby all workers in a unionized plant pay union dues, thereby strengthening the union.
- An unlimited cost of living increase to tie wages automatically to rising living costs.
- Payment of uniform, lump-sum wage increases to all workers instead of percentage increases—to help iron out the disparity between higher and lower paid workers and to reinforce union solidarity.

The Rand formula was rejected out of hand when workers finally agreed to wage increases averaging 34 per cent over the next three years. The increase works out to $6.20 an hour when the contract expires in 1978 compared with $3.85 per hour in 1973—but it's an average of 11 per cent a year. With inflation running at 8 to 10 per cent at least, workers' real increases are around 1 to 3 per cent a year. By comparison, 60,000 Pratt workers in the U.S. will be earning $6.57 an hour in 1977. For the last eight months of their contract, the union members here will get a 90¢ an hour maximum COLA.

But the battle the union lost was more than a set of contract demands refused by its employer. Behind the rhetoric, the wage proposals, the Rand formula and the violence an international union and a multinational company—both based in the United States—squared off on Canadian territory over Canadian labour practice. And Canada, not just the union, lost.

The union's chief complaint during the strike was that United Aircraft wouldn't accede to Canadian labour practices. The company responded by claiming UAW's local 510 wanted to run the show. Canadian president Thor Stephenson said: "Who is going to run the place—we or they? And no way are they going to run it."

During the bitter strike, both sides fought a media campaign that took on overtones of a holy war as each tried to discredit the actions and motives of the other.

But it was in the plants and on Blvd. Marie-Victorin just outside the main plant gates that the company won the battle.

After the first major work stoppage, the company refused to negotiate seriously. Keeping up production by hiring scabs—leading to violent incidents on the picket line—the company sought and received injunctions prohibiting picketing. With the only visible sign of the strike prohibited and production steadily continuing, violence flared anew.

During the first bad riot in October 1974, six cars belonging to company scabs were overturned and burnt, by a crowd of 400 strikers. The men finally dispersed when police arrested and charged several of them. Five men were sentenced to one to two month terms in February 1975.

The second time, last May, strikers returning from a union meeting forced their way into one of the company's installations and took ten hostages, including a French-lauguage radio reporter.

Both sides fought a media campaign that took on overtones of a holy war

Thirty-four workers, charged with forcible detention and sacking the plant, face maximum charges of 14 years in jail, and will stand trial as this goes to press (November 10).

As the dispute degenerated from a strike in the private sector to a pitched battle, the federal and provincial governments repeatedly refused to intervene and legislate an end to the conflict.

Despite scandalous revelations it had received $83 million in technical development and job creation grants

from the federal government, United Aircraft shifted an estimated 75 per cent of its production to the U.S. in the first months of 1974.

The Canadian government had reportedly never received any guarantee the company's production would be kept in Canadian plants.

By November 1974, the union that had refused binding arbitration was begging the provincial government for a special law forcing the company to settle with it.

But despite parliamentary hearings and tough talk by Premier Robert Bourassa with both sides, it took another year before the company signed a back-to-work agreement. At one point, the company actually refused to re-employ its striking workers, claiming that the scabs it hired had more right to stay in the plant, and that it couldn't afford to re-hire its own staff!

The company got away with its arrogant behaviour because the Quebec government was reluctant to upset the economic apple cart by driving away a cherished, sophisticated technological enterprise like United Aircraft when it desperately wants to develop such industries.

For Quebec union members the strike and its outcome inevitably raised several questions. Can workers expect any impartiality and support from a labour ministry and government devoted to keeping labour and corporate laws tilted in favor of big business? And how can workers fight and win against giant multinational corporations?

"As minister of labour I can say United Aircraft should give them the Rand formula," said former labour minister Jean Cournoyer last year.

How can workers fight and win against giant multinational corporations?

"But I can't force them. Nobody can force a company to do anything, except public opinion or economic pressure," he said.

With the mulinational company effectively insulated from either public opinion or economic pressure by taking orders from its parent firm in the U.S., there was little hope of the employees winning the Rand formula.

If the minister had dared to enforce the Rand formula, the company could have "repatriated" its production and shut up shop.

However, the long strike, doomed as it was to failure for the United Aircraft employees themselves, may have accomplished some gains for the Quebec labour movement as a whole.

Former labour minister Cournoyer, too impotent to force a responsible settlement on the American multinational company, hinted broadly that the Rand formula might be made compulsory to Quebec labour law. But his successor, Gerald Harvey, has never elaborated on this theme since the strike was settled.

The image of multinational corporations is sharpening in the public eye, however, and they are sure to be the target of more organized labour opposition in the future.

Opposition to the multinationals may take a more concrete form. Tens of thousands of Quebec workers downed tools May 21 in a one-day general strike to show support for the United Aircraft employees. This kind of union action may continue as unions pressure the Canadian and Quebec governments for improved minimum wages, safety conditions and union security.

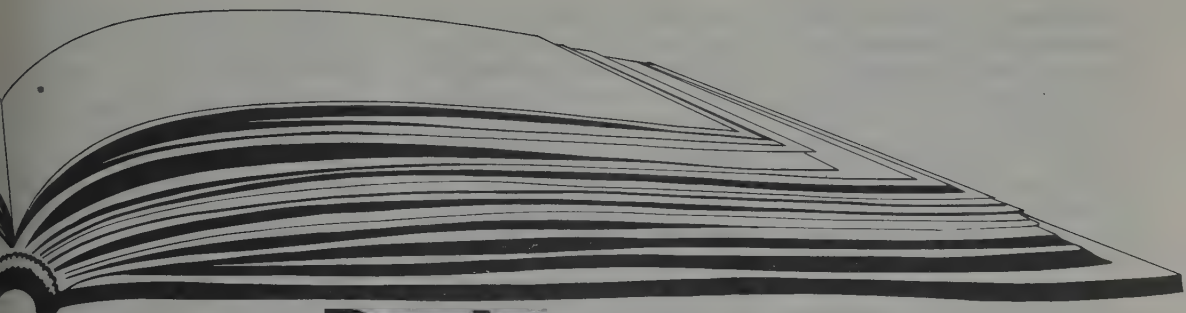
But the major lesson is clear from the tragic tactical failure of the strike. Single unions, no matter how large, can't take on multinationals by themselves. Banding together and giving each other concrete support—money, solidarity strikes, and so on—is the unions' only hope to pressure companies into better settlements and the government into better laws.

The corollary of this is that large unions like the UAW can't go on using groups of workers at a single company such as Pratt & Whitney to spearhead a drive against multinationals. Workers who take on such a thankless task as trying to achieve the Rand formula within a multinational company's empire need more support than strike pay.

Either the unions band together to force the company in question to settle—a province-wide general strike would have ended the Quebec government's inaction on the United Aircraft issue—or they compensate the strikers somehow.

The alternative is to have union membership divided and depressed over failures at local companies and unwilling to take the initiative in a strike drive.

Within Quebec at least, the greatest danger of the United Aircraft strikers failure is that it could knock the poop out of the union movement at a time when employers, government at all levels and the media are on an anti-union drive. lg



Books

Confrontation at Winnipeg

By **David Jay Bercuson**, McGill-Queen's University Press, 1974.

Many studies have been done by Canadian historians on the Winnipeg General Strike of 1919—the only general strike ever staged in Canada—but David Bercuson has provided what may be the most comprehensive analysis to date of the events leading up to it. Bercuson's meticulous research and lucid writing style add great weight to his interpretation of the events. He has obviously sifted through a wealth of material to document that interpretation.

Bercuson's purpose in writing the book is to dispel the impression that the general strike arose strictly as a result of "political causes and ramifications." He contends in his introduction that there was a definite industrial background to the strike, traceable from as early as 1906, and that an examination of employer-employee relationships between 1906 and 1918 shows that labour-management hostility was a definite element in the friction that gave rise to the strike.

Two strikes in 1906 set the tenor for later industrial relations in Winnipeg, according to Bercuson. One strike was between the Winnipeg Electric Railway Company and the Street Railwaymen's Union, and involved strikebreakers clashing with union sympathizers on the streets of the city. Another strike occurred after abortive negotiations between Vulcan Iron Works, along with two other iron foundries, and machinists, moulders, and blacksmiths employed by the three companies. This strike ended with the use of an injunction by Vulcan Iron Works. Bercuson hypothesizes that the events of 1906 showed unionists that local government officials would almost always make common cause with business against labour, and that the legal system, "with its law codes and judicial processes, was loaded against them." The defeats suffered in 1906, he says, led to a later militancy that was aggravated by the recessionary period that began in 1913.

From 1906 through the early years of the First World War, says Bercuson, the unionists were in a poor bargaining position because of depressed economic conditions, and their standard of living suffered as a result. By 1917, however, increased war production had caused a shortage of skilled labour, particularly in the machine trades, and the resulting improved bargaining position, combined with an uneasy feeling that industrial conscription might follow military conscription, brought on a new wave of worker unrest.

In 1917, the machine shop unions again flexed their muscles. They began a walkout on May 1, but by July 4 abandoned the walkout in return for management's promise to drop damage suit-injunction proceedings against the unions. Despite this defeat, the Winnipeg Trades Council became more militant as the number of unions and card-carrying members grew. Bercuson notes that 1917 shows more man-days lost in Winnipeg than did the four previous years combined, and adds that "workers believed they were falling behind in their fight against inflation and this led to strikes for higher wages and union recognition."

Union power grew in 1918, and militancy was successful in three major strikes by city employees and one by railway shop craft unions. The key to these successes seemed to be outside support—in the form of sympathy strikes—and this lesson was not lost on city workers.

By 1919, labour-management tension had reached the showdown point, according to Bercuson, and the issue was brought to a head in the

provincial legislature. The Government introduced a bill that embodied the principle of compulsory conciliation, while unionists, represented by the Winnipeg Trades Council, presented a bill calling for abolition of injunctions and anti-union damage suits. The stage for the showdown, predictably, turned out to be the city's metal trades shops. The issues were the same as they had been in previous years—union recognition, wage parity with railway shops, and the eight-hour day—and on May 2, the third metal trades strike in three years began. On May 13, after a vote by every local in the city, members of other unions in Winnipeg gave overwhelming support to a general strike. More than 11,000 workers favoured the strike, whereas only 500 opposed, and so began the Winnipeg General Strike of 1919.

The first half of the book devotes much attention to the years preceding the strike because Bercuson believes the general strike grew out of an industrial relations background, and was not merely a result of the malaise of the time.

Before dealing with the events of the general strike itself, Bercuson takes time out to deal with two alternate theories that had been put forward as reasons for the strike. He devotes one chapter to the "One Big Union" concept, which he traces from the November 1917 revolution in Russia. The One Big Union movement, he emphasizes, was the North American aberration of a Russian revolution that was not entirely understood by North American workers.

Although the OBU was endorsed by the Western Labour Conference in Calgary on March 16, 1919, and although it was eventually blamed for fomenting political revolution in Winnipeg, the OBU was not the great political movement that caused the general strike, Bercuson maintains. "To them [the workers] the OBU was a larger and hopefully more effective type of trade union, but trade union it was. The general strike, they thought, was a greater, more widespread work stoppage, but still just another, larger, strike."

In another chapter Bercuson deals with the theory that soldiers returning from the First World War were swayed by socialist agitators into causing the general strike. He says that, although there was a genuine fear that disgruntled soldiers would take violent action in the city, and that they would be sympathetic to the socialists, the major impetus for the general strike did not come from the soldiers. In fact, the author reports, demobilized soldiers did not take any role in initiating the strike, and their support was solicited by both sides only after the strike had begun.

The events of the actual strike period have been well documented in previous books: the cessation of services in Winnipeg, the firing of the regular policemen who refused loyalty oaths, the hiring of 1,800 special police, the intervention of the federal Government, the arrest of the strike leaders, and the violent dispersal of the Winnipeg riot, which led to the crushing of the strike. Concerned mainly with the reasons behind events and not the events themselves, Bercuson's treatment of the latter tends to confuse the reader because it is often out of chronological order.

Remembering, however, Bercuson's intentions in writing the book, the conclusions he reaches are more important than a mere chronological listing of the events. The victory of the 1918 sympathy strikes, he says, proved disastrous in the long run because it prompted the larger-scale failure in 1919. The general strike was initially fought to win a particular type of collective bargaining in one particular industry, but this specific demand mushroomed into a call for legislation of collective bargaining on a province-wide basis. Once such a drastic measure as a general strike had forced federal intervention, says Bercuson, government prestige depended on the result, and the strike was doomed to failure.

Bercuson concludes the workers did not realize a general strike was a means to topple the political order, and was not useful as a weapon to achieve definite industrial goals. He says the workers did not understand the instrument they used. "What they did not see in their enthusiasm," he writes, "was that a general strike must create great social chaos and by itself bring society crashing down unless special measures are taken. It is an admirable weapon for revolutionaries but those who do not want social collapse must work to undermine its effectiveness."

The book stands as a valuable research work providing a new perspective on an event that has had a forceful effect on Canada's industrial relations history.

—Jim McSween

Jim MacSween, a former staff writer for The Labour Gazette, *is a law student at University of Ottawa.*

Hoffa, the Real Story

by **James R. Hoffa**
(as told to Oscar Fraley)
Stein and Day Publishers,
New York, September, 1975

James Hoffa's disappearance on July 30, 1975, turned this campaign book into a eulogy. The autobiography, scheduled for publication in February, 1976, to coincide with Hoffa's bid for re-election to the presidency of the International Brotherhood of Teamsters, was rushed from the printers in September while the world press theorized about his presumed murder.

In the book Hoffa says: "I made two disastrous mistakes in my life. The first was coming to grips with Robert F. Kennedy to the point where we became involved in what can only be called a blood feud...My second mistake was naming Frank Fitzsimmons as my successor. Maybe I should say my steward. Because everyone knew that I intended to come back and take over again as president..."

Hoffa's third mistake was going to a meeting with "Tony Jack," Anthony Giacalone, reputed Detroit Mafia leader, at the Machus Red Fox restaurant 15 miles north of downtown Detroit on July 30. At 2:30 that afternoon—a half hour after the scheduled meeting—Hoffa called his wife Josephine to say Giacalone didn't show and that he would be home by 4:00. He has not been heard from since.

Hoffa's son, James P. Hoffa, a lawyer, said that he believed his father had been murdered by a "ruthless conspiracy." Young Hoffa is quoted in an epilogue in the book written by Oscar Fraley as follows: "The only motive big enough had to come out of the union. The powers that be had too much to lose if Dad won in 1976 and then found out from the books what they'd been doing with the pension-fund money."

The first teamster pension plan, covering 100,000 workers in Midwestern and Southern freight, was created in 1955. Eventually, over a billion dollars poured into the teamster pension fund. "You don't just let that money sit there," Hoffa explained, "you invest it. Okay, so the committee (a Senate Committee on Improper Activities in the Labor-Management Field headed by Senator McClellan) says Hoffa loans it out to gangsters. Like, they say Moe Dalitz. He's a casino owner approved by the Gaming Commission in Nevada..So who's to say who's a hoodlum?

"Sure, we loaned money to build hotels and casinos in Las Vegas. So what? Las Vegas borrowers were good customers. Never a default...Everybody yells that Hoffa is the pension fund. Well, in a sense that's true. I established it. I also am a pretty aggressive guy and I speak up when I feel there's a good investment to be made. But I didn't direct all those loans they yak about. That's why we pay our experts."

In an opening volley against incumbent Teamster president, Frank Fitzsimmons, Hoffa charged him with a dozen wrongdoings, including making "vast loans from the billion-dollar teamster pension fund to known mobsters."

His words will strike some readers as a classic case of "the pot calling the kettle black." The McClellan Committee in Report 1417 (not quoted in the book) found that: "James R. Hoffa grossly misused $2,400,000 in the fund of Local 299, Joint Council 43, the Michigan Conference of Teamsters. This vast amount of money was dispensed in a wide variety of matters, but the expenses have a common denominator: financial assistance to himself, cronies and friends."

In any autobiography the reader expects a certain amount of historical selectivity, but too much renders the book unbelievable, especially if the author claims to offer a totally open account.

Hoffa explains away his associations with leaders of organized crime.

In the old days when we didn't have money to fight money we took ball bats and knocked those tough guys off the trucks. They sent the Purple Gang against us in Detroit in 1935 and it was a real bloody business of bombings and beatings. So we made it our business to get to know them...They could let us alone and we'd let them alone. We didn't join forces with them and we didn't take any mobsters into our ranks. It was simply hands off by both sides because we let them know they'd get as good as they sent; maybe more.

Hoffa's view of the world, as expressed in this book, is that everyone was out to get him—the employers, rival unions, the gangsters, the Democrats, the AFL-CIO, the Kennedy brothers, Nixon, Fitzsimmons, the prison officials. He may be right. Just because a man is paranoid doesn't mean they're not out to get him.

Can the reader believe that Hoffa was railroaded to his four year and ten months prison term because of a personal vendetta by Robert Kennedy who was deeply offended by having been physically pushed around by Hoffa?

Can the reader believe that Hoffa knew nothing of the condition not to run for teamster office before 1980 attached to his special pardon by Nixon?

The book was written "as told to" Oscar Fraley, a veteran sports writer and author of other books, but the reader is presented with a sworn statement signed by Hoffa's wife, son and daughter that this book holds "the thoughts, views and hopes" of Hoffa "expressed in language we have often heard him use."

The book is filled with rough talk and boasts of head-busting. The Hoffa that emerges is a slightly meaner Archie Bunker. He is most believable and likeable when talking about the early days. His father died when he was seven and he helped his widowed mother keep the family together. His first union organizing was at age 16 as a warehouse worker for the Kroger Food Company in Detroit. He met the woman he married while picketing a laundry where she worked. Organizing workers became his life's work. As teamster president, in ten years he raised the membership from 800,000 to over 2 million.

Hoffa makes a sincere plea for prison reform, a work that had consumed much of his time and energy since his leaving prison in December 1971. Proceeds from the book go to a reform group called the National Association for Justice. "I was intrigued by their (the NAJ's) ambitious plans and their astounding figures that there are 500,000 prisoners in this country," Hoffa said, "and each one costs the taxpayers at least ten grand a year."

Hoffa can marshal the facts to prove many of his assertions. After charging Fitzsimmons with "permitting underworld establishment of a union insurance scheme, which in one year was a ripoff to the tune of $1,185,000 in the New York area alone," he explains the swindle in detail. The promoter of the insurance plan was Louis Ostrer, who had pleaded guilty in 1969 to cheating a Canadian insurance company out of $338,000, for which he received a five-year suspended sentence. While on probation, he was convicted on a federal stock swindling charge in company with a reputed Mafia figure. It was then Ostrer developed an insurance scheme that he sold to Teamster Local 295 in New York.

Trucking employers, under the plan paid $40 a week for each employee to buy individual insurance policies for union members and build a severance-pay fund.

In its investigation of the plan, the New York State Insurance Department found that the employers' payments were siphoned off in outrageous commissions and administration fees. The State investigators charged that the insurance, which cost the fund $1,238,274, should have cost only $52,546, creating a skim of more than $1,185,000.

As Hoffa tells the story, Ostrer hired Fitzsimmons' son Don to work with him as a consultant and publicity man to carry his insurance plan to teamster locals across the country. The plan was given Frank Fitzsimmons' blessing. An estimated 60 or 70 locals in Michigan, California, Nevada, New Jersey, Massachusetts, Illinois and Florida got the plan.

Hoffa, with cord rope in hand, moves through his book upturning tables and driving the money changers out of his temple. It's a unique role for him.

In itself, the book may be unimportant if one sees and discounts Hoffa as an ambitious labour leader who was put out of office by his own crooked dealing and cut down in a comeback attempt by evil forces he helped foster. But Hoffa's testimony ranges beyond his tragic life, unintentionally, to show what's wrong with the American labour movement. As a whole, the book reveals the shallowness of unionism without a working class ideology to keep its leaders from using their power for personal gain rather than for service of the members.

The book lays bare the celebrated violence of unions (not just the teamsters) that over the years have found it easier to engage in bloody jurisdictional battles than to organize the hardcore unorganized. An underlying theme of the book is that "the violent bear it away." The words might be a fitting epitaph for James Hoffa's unknown grave.

—John Bank

John Bank is a Ph.D. student in industrial relations at the London Graduate School of Business Studies (U. of London) Britain.

forum

Migrant Workers Neglected

Migrant farm workers—that's what we call the migrant adults and children who pick the harvest of tobacco, grapes, lettuce, apples, cucumbers, strawberries, tomatoes and other crops that cannot be harvested by machine.

But they have few if any of the "rights" that protect nearly all other workers—no workmen's compensation, no minimum wage, no health care, no employment standards. The fact is, we ride on their backs!

Constantly on the move from farm to farm, from place to place in the harvest seasons, they have no real homes, no schools, no security. By neglecting their basic needs, you and I—society—have helped make them worse off than slaves, for even slave-masters cared for the basic needs of their workers. We show them no mercy and pretend that it isn't child labour that serves us—child labour with no protection against injury or abuse.

Can we in conscience permit the migrant farm worker to be continually excluded from the laws that protect you and I as workers?

Cesar Chavez recognizes the improbability of correction by political/legislative means because of lobbyist pressures. He has chosen correction by direct collective means, under labour law—the right to bargain change. And, unsuccessful in his peaceful use of such means, he has of necessity, tried to awaken the public by using the inconvenient but still peaceful boycott.

At times misunderstood, because of his use of power tactics, and sometimes even force in defence, he is another Ralph Nader, who pricks our collective conscience in what many consider an unpopular cause—our willingness to condone slavery, with pretensions that it really isn't.

It's time the migrant worker was brought in from the cold—and treated as part of the labour force.

John Walker
93 Bessborough Drive
Toronto

Call for Flexible Immigration Policy

Surely the numbers of immigrants to Canada must be governed by the state of the economy at a given point in time. A quota system does not provide the flexibility that is required... We need a flexible immigration policy which is adaptable to changing economic circumstances.

It is...most difficult for the Congress to understand why the *Green Paper* even raises the issue of "steering immigrants against prevailing population currents." Such a suggestion should never be considered for it is foreign to the traditional freedom of movement of the individual upon which Canadian society has always operated.

We oppose what we believe is the premise on which [this suggestion is] based for [it implies] that immigrants can be used to correct fundamental deficiencies in demographic patterns or distortions in regional economic growth. [This statement also suggests] that there are some aspects of rural life which an increasing percentage of rural-based Canadian citizens do not like, or choose to avoid or to escape, and which are not attractive to city-based Canadians; but somehow, somewhere we will find immigrants who will take to Canadian rural (or small town) life and correct the seeming imbalances. In our view this is the wrong approach to the problem of rural or regional depopulation.

To seek new farmer immigrants, or new colonies of farm-oriented families to replace those who have left the rural areas is only to look for a temporary and inadequate solution to the decline of the family farm.

The same comment could be made with respect to forestry, mining and other resource-based industry in isolated or sparsely populated parts of the country. A program of directed settlement to these areas will not

succeed unless these areas are also attractive to Canadian citizens.

If there are jobs available in the rural regions of Canada that pay a decent wage, then both immigrants and Canadian citizens alike will move to those jobs. And if industry is directed to establish itself in the rural regions as part of overall economic and regional planning, then, and only then, will depopulated rural areas attract people away from the cities.

Newcomers tend to prefer the major centres for the same reasons citizens do—they can find a greater variety of employment opportunities, they can more likely find a house, apartment or room which is near their work, schools, shops, doctor's office and other community services, they have better prospects of living near relatives and friends, and they can find more of their former compatriots with whom to speak their language and enjoy common cultural activities.

We support unequivocally the federal policy on bilingualism and biculturalism and, therefore, we believe it is important that immigration policy should not be used to upset the balance which has evolved over more than 100 years. Immigrants to Canada should be informed that they will be expected to speak the language of the community into which they settle.

The multi-cultural fabric of Canada is also an important matter for the immigration review. This is an area which requires much more encouragement from the federal government, and much more understanding on the part of the Canadian people.

It is interesting to note that nowhere in the *Green Paper* is the issue raised about the employers' responsibility for training or retraining workers. Indeed, the availability of workers trained at somebody else's expense has contributed to a considerable reluctance on the part of Canadian employers to engage in on-the-job training programs, or to hire Canadians fresh out of school with no work experience.

There is no place in Canadian society for the "guest worker" for there is already too much poverty and discrimination in this country without creating more through government policy and intent.

The immigration information package should explain workers' rights under the various trade union legislation and labour standards codes.

We are not asking the federal government to undertake a union organizing campaign among new Canadians, but as a basic minimum the information about Canada given to immigrants should include a recitation and explanation of the preamble of the *Canada Labour Code*.

As well as directing immigrants to job vacancies, the Department of Manpower and Immigration should hand each immigrant worker a simple statement of "your rights as a worker in Canada" based on federal or provincial legislation and practice, and printed in the immigrant's own language as well as in English and French.

A policy which de-emphasizes industrial skills in the interests of a better racial balance in immigration would neither serve the economic or social interests of Canada nor solve the development problems of the developing nations.

Excerpts from the submission by the **Canadian Labour Congress** to the Special Joint Committee on Immigration Policy.

Decries Paternalism

For several months a joint Senate-Commons committee has been studying what has come to be known as the Finkelman report. That report contains lengthy and complex recommendations for amending legislation covering labour-management relations in the public service—in particular, the Public Service Staff Relations Act.

The Finkelman report and the tone of the deliberations in the joint committee have been of the law-and-order variety. The joint committee's report to Parliament will almost certainly reflect the same Nixonian-Neanderthal ingenuity.

The deliberations so far have been directed mainly toward punishment and not remedy. A disease is not cured by punishing those who display its symptoms, and work stoppages are the visible symptoms of a disease in the public service.

The fact that the clerical workers have recently opted for the conciliation-strike route in collective bargaining, rather than arbitration, is not a sign that they have suddenly become militant revolutionaries waving the red flag. They have simply joined the tens of thousands of other public servants who are fed up with paternalism. They have finally recognized that Big Daddy won't take care of them, and they are frustrated by restrictive legislation that denies them many collective bargaining rights enjoyed by most workers in the private sector and in crown corporations.

It will get worse if Parliament amends the legislation by introducing a law-and-order approach to labour relations while retaining most of the present restrictions on free collective bargaining. Unlike workers in the private sector and in crown corporations, public servants can't negotiate job classification, job security, superannuation, job training programs, or the impact of technological or organizational changes. These, and many other matters of direct concern to the

people on the job, are the sole prerogative of Big Daddy, who is going to be given a bigger stick. Law and order or else...

Politicians often assume that voters have short memories. A good many of them who are reviewing the Finkelman report appear to base this assumption on the limitations of their own memories. They have forgotten that throughout our history, trade unionists have been fined, jailed and shot for demanding the right to negotiate their pay and working conditions.

Most workers have won that right. But not our public servants, who will find their rights cut back even more if the Finkelman recommendations are accepted. If that happens, the big stick won't keep them in line any more than jails and bullets kept earlier trade unionists from demanding free collective bargaining.

Before our honorable members rush into a vote-getting law-and-order non-solution to problems in the public service, they might pause to reflect on the situation in Norway. That beautiful and prosperous country has a strong trade union movement, good labour relations, no restrictions on collective bargaining rights and very few strikes. It is an enviable record. And perhaps it is no coincidence that Norway is the only industrialized country in which the police or military have never shot a trade unionist.

Order in the public service? Yes, it can be achieved, but not by legislation and fines that smack down public servants when Big Daddy thinks they are getting a bit uppity.

They are not uppity, they have grown up and no longer accept paternalism. It is time they sat at the bargaining table, not as children begging, but as adults with a full voice in shaping their work destinies. Then we can have order without the need for repressive laws.

Harold B. Wilson
In *The Citizen*, Ottawa

Raiding Harmful

There is a definite relationship between union "raiding" and what appears to be union "irresponsibility." The term "raid" is used in the labour movement to describe the situation wherein one union attempts to persuade members of another union to reject their own organization and join the new group.

And after years of experience, the vast majority of the Canadian labour movement has come to the conclusion that raiding is harmful to the individual member, the labour organization concerned and the collective bargaining process in general.

Raiding makes it difficult to negotiate collective agreements; and when they are negotiated, even more difficult for the union leadership to recommend acceptance of the settlement. Knowing that it is to be raided shortly after negotiating a new collective agreement, a union cannot afford the risk of an unpopular settlement.

A favorite tactic of the raiders is to fire broadsides at the settlement and at the union charged with the responsibility of negotiating the new agreement. The strategy is to either goad the defending union into a fruitless strike or create dissatisfaction in the minds of the membership over the settlement reached. Either way, they have created an issue on which to launch a raid.

Monty Alton
Vice-President
B.C. Federation of Labour
In the Vancouver *Sun*

Satisfaction Rivals Money

In the last few years, workers have taken a second look at their jobs, their reasons for working and the satisfaction that they can derive from their work.

Without denying the benefits of changing jobs in terms of earning more money, the social costs involved must be considered: the growing isolation of individual workers living in large cities and working in great "manufactories," and the problems presented by the division of labour.

While these trends have contributed to the income of labour, they also have confined the minds of these workers to an appalling extent. As long ago as the 18th century, Adam Smith referred to the "mental mutilations, deformity and wretchedness" which could affect labour.

Certainly, countless millions of people do not rate the money they earn in one post rather than another as the most important consideration in deciding how they can most appropriately employ their talents. Undoubtedly too, enthusiasm for moving up the work ladder has faded, in part because increased taxes bite into the monetary reward.

The location of a job is usually a key consideration, too. Unpleasant and difficult living conditions have frequently been a factor in decisions to reject job opportunities. Similarly, many are lured to work in areas where the quality of life is attractive to them.

Economists must recognize, however, that there are indeed large numbers of people, in all ranks of society who consider it more important to do a job that gives them satisfaction in the way they consider important, than to be constantly striving to obtain the largest financial reward their talents will command.

Unlike a major calamity such as an earthquake or a man-made disaster like a major war, technological change and innovation are primarily economic events. They, of course, affect the relative value of land, capital and labour. For the economist to brush off the human effect as not truly part of his subject, is like the general practitioner denying that psychological health is inextricably intertwined with physical well-being.

If at all possible, non-economic factors, intellectual and spiritual, must be vital ingredients in any economic decision. We need to be able to say how a certain decision, such as, for example, curbing instalment buying, or high tariffs on oil imports, will affect our work force. Would these moves strengthen worker satisfaction or increase general discontent? We need an "input-output" model that is sensitive to human contentment.

Plans of government thus must be considered in relation to their impact on work.

The massive 40-year campaign to reduce inequality in the distribution of wealth and incomes is a good case in point. Most of us accept the theme that we should help others. Nevertheless, if a tax measure penalizes many more people than it helps, where does equity lie? There is a cost for government welfare programs, in further government intrusions in our lives and in heavier tax loads.

It is ever more apparent that knowledge produces productivity and potential contentment, and significantly provides a worker with an opportunity to act on that person's social values. Capital flows in response to greater opportunities created by the greater productivity of new knowledge.

Economic folklore still assumes by and large that labour somehow becomes more productive by working harder. Actually, all economic advances in the last 100 years have meant short working hours and less physical labour. We have been able to pay much more for labour, even the most unskilled kind, because knowledge has made the entire economy so much more productive.

Here is the matter that we should be studying: ways to make the working force more productive, not by working harder, but by working more efficiently.

Where a job becomes more interesting because it will involve more skills, there is a better chance of attracting the truly dedicated to the jobs. In this way, if less emphasis were placed on getting the most out of an employer or employee, greater mutual benefits could be anticipated.

Bruce Whitestone
In *The Toronto Star*

- FORUM invites readers to freely express their opinions on topics of concern to the working population.

Letters must be signed and length should not exceed 600 words.

Legal Decisions

Legal Status of Peaceful Picketing in Shopping Centre Examined by S.C.C.*

by A.J. Torobin

A. J. Torobin is a arbitration services officer in the federal mediation and conciliation services branch of Labour Canada.

In a 6 to 3 decision *the Supreme Court of Canada ruled that a person conducting peaceful picketing on a shopping centre sidewalk in front of her employer's premises was guilty of trespass under the* Manitoba Petty Trespasses Act, *R.S.M. 1970, C.P-50.*

Mrs. Carswell picketed peacefully, during a lawful strike, on the sidewalk in front of her employer's premises in a shopping centre, whose owner ordered her to leave. She refused and the shopping centre manager (appellant) laid charges under the *Petty Trespasses Act of Manitoba*. The charges were dismissed by the Provincial Court Judge but the County Court convicted and fined the respondent. The Manitoba Court of Appeal set aside the convictions.

Dickson J., for the majority, held that the case did not differ significantly from *Peters v. The Queen* (1971) 17 D.L.R. (3d) 128 involving peaceful picketing for boycott of an Ontario store for selling California grapes and resulting in charges under the *Ontario Petty Trespass Act*. The Supreme Court of Canada held, in that case, that the Ontario Court of Appeal had not erred in law in holding that the owner had sufficient possession of the shopping centre sidewalk to invoke the *Trespass Act*.

In the present case, *Peters* was followed because there was no suggestion, according to the majority, that it was wrongly decided, and it could not be properly distinguished from the present case. Neither the contractual nor the statutory framework offered a basis for such distinction, nor the fact that in *Peters* there was a boycott by a general member of the public, while here there was picketing of an employer-tenant by a striking employee. The *Manitoba Labour Relations Act* was considered to specifically preserve an owner's rights against trespass; picketing had never been permitted by management; the owner had not acted out of caprice, whimsy, or bad faith (*mala fides*); an owner's granting of picketing privileges to all would invite chaos and to do so selectively would court commercial reprisals.

The Court refused to weigh and determine the respective values to society of property and picketing rights, as this raised important, difficult, political and socio-economic issues whose solution must be arbitrary and embody personal economic and social beliefs. The Supreme Court's role under the Canadian constitution, according to the majority, was to discharge its adjudicative function in a reasoned way from principled decision and established concepts. It could act creatively, but only within the limits of its judicial function. Changes in trespass law were for the legislature and not for the court to make. The Supreme Court found that when the right of peaceful picketing in connection with a labour dispute had been permitted on private property it was accorded by statute.

In delivering the dissenting judgment for the minority, Chief Justice Laskin believed that, given the facts of the case and the issues involved, the Court was not obliged to mechanically follow previous judgments, but had a balancing role to play where an ancient legal doctrine (trespass) is invoked in a new setting to suppress a lawful activity which well-understood legislative policy and enactment supported. Moreover, the shopping centre was freely accessible to the public who had a right to enter and remain there during business hours, subject to lawful behaviour. In his view, the *Peters* case was not binding on the Supreme Court of Canada in the present case as it had a significantly different factual context and was decided by the Court on a specific question of law (supra), abstracted from factual context.

The Chief Justice noted that the term trespass, in its civil and penal law senses, implies unjustified invasion of another's possession. The considerations pertaining to protection of private residences against trespass do not apply to the same degree to a shopping centre's parking areas, roads and sidewalks, which are closer in character to public roads and sidewalks than to private dwellings. Members of the public are generally privileged visitors whose privilege is revocable only on misbehaviour or unlawful activity. This took into account the respective interests involved.

* *Harrison v. Carswell, June 26, 1975.*

Fifty Years Ago

University Courses for Civil Servants—The Professional Institute of the Civil Service of Canada considered the possibility of arranging for the provision of graduate and post-graduate courses for the benefit of government employees. Promises of co-operation in this endeavour were received from McGill University, Toronto University, and Queen's University. The government was to be asked to support university extension courses for its employees. Proposed courses included arts, as well as engineering and other technical subjects, to be provided at minimum cost to civil servants, who would undertake summer courses at a university, correspondence courses, or full-time courses which would not demand much time off work.

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Pensions and Emigration—The British Secretary of State for Dominion Affairs appointed an interdepartmental committee to consider to what extent old age pensions and national health and unemployment insurance provisions tended to discourage emigration from Britain to Canada. The committee also sought ways to counteract any such trend. The number of insured in Great Britain at the beginning of July 1925, was estimated at 11,626,000, including those insured against unemployment and either in insured employment or included within categories of insured workers whose unemployment books were kept at employment exchanges.

First Research Council—Alberta had the distinction of being the first province in Canada to establish a research council, with laboratories and a staff under its own control. The two main problems studied by the council were coal and road materials. About 700 samples of coal were received since the formation of the council, 500 of which had been analyzed in the council's laboratories.

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Compulsory Health Insurance—The progress of compulsory health insurance since 1883—the year when Germany made sickness insurance compulsory for the majority of its industrial wage earners—was described in a report issued by the International Labour Office. Since 1883 compulsory schemes had been introduced by 22 countries, and by the end of 1924 there were in Europe more than 50 million wage earners of various occupations enrolled in health insurance organizations. Compulsory insurance applied to the whole of the wage-earning population in Austria since 1888; Bulgaria since 1924; Chile since 1924; Czechoslovakia since 1888; Germany since 1911; Great Britain since 1911; Irish Free State since 1911; Norway since 1915; Poland since 1920; Portugal since 1919; Russia since 1922; Serb-Croat-Slovene Kingdom since 1922.

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Montreal's Early-Closing By-law—A proposal to repeal the early-closing by-law was studied by the committee of the Montreal city council, which decided to recommend to city council that the by-law be retained. The by-law said stores in Montreal "shall be closed at 7 p.m. on Monday, Tuesday, Wednesday and Thursday of each week, at 9 p.m. on Friday and at 11 p.m. on Saturday." Tailors, merchant tailors, milliners and women dealing in novelties and needlework, were allowed to keep their shops open until 9 p.m. on Monday provided that the services of any employee not be retained between 7 and 9 p.m. The proposed repeal of the by-law was strongly opposed by the Retail Employees' Association.

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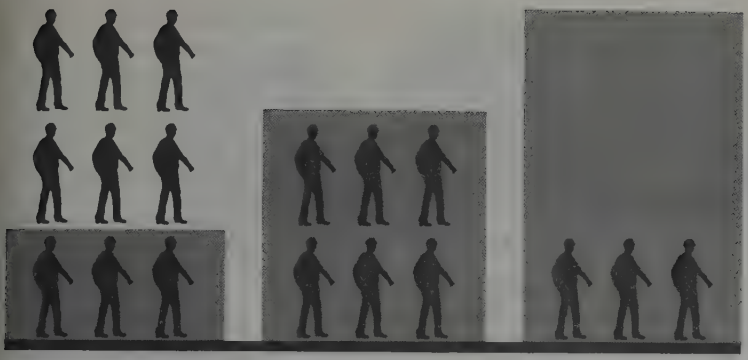
Trade Union Shareholding—In France, a number of railwaymen who were employed by the large railway companies and were members of trade unions affiliated to the French Confederation of Christian Workers, practised what was known as "trade union shareholding" in their companies. Representatives of the trade unions concerned were allowed to attend the shareholders' general meeting. For this purpose, the union acquired a large number of shares in the company and established in its accounting branch, a "shareholding fund" in which members could deposit interest-producing securities that were used to purchase railway shares. Securities deposited by workmen could be withdrawn after giving from one week to three months' notice, depending on the amount withdrawn.



PRICES & EMPLOYMENT

Consumer, September

The Consumer Price Index for Canada (1971 = 100) advanced 0.2 per cent to 141.5 in September from 141.2 in August—a slower rate of increase than in the preceding three months. Lower food prices contributed to the deceleration. There was a less rapid rise, also, in the all-items index, excluding food, which rose 0.7 per cent as a result of higher prices for energy, shelter and clothing. Between September 1974 and September 1975, the total CPI advanced 10.6 per cent.

There was a decrease of 0.7 per cent in the food index, mainly because of seasonally lower prices for fresh produce—especially vegetables. Lower prices for beef and for bakery products also contributed to this decline. Pork prices continued to advance, increasing a further 6.5 per cent in September to a level 42 per cent above that of a year ago. Poultry prices increased between August and September. The total food index was 13.1 per cent higher than a year ago with components for food consumed at home and away from home, having increased at equal rates. Higher energy prices—fuel oil and gasoline in certain provinces, as well as advances in electricity and domestic gas rates in several cities—provided the major impetus behind the latest month's increase of 0.7 per cent in the all-items index, excluding food. Increased shelter costs for both owned and rented accommodation and higher prices for men's and women's clothing also contributed to this advance. In terms of goods and services, the price level of goods remained unchanged while that for services increased 0.5 per cent between August and September.

The seasonally adjusted all-items CPI, keeping its pattern for this time of year, showed a higher rate of increase in comparison with its unadjusted counterpart, registering an advance of 0.6 per cent between August and September. This included a 0.2 per cent increase in the food index and a 0.8 per cent advance in the index for all items excluding food.

In September, the current annual rate of change in the CPI, based on the seasonally adjusted movement since three months earlier was 10.2 per cent, much lower than the recently recorded rates.

City consumer, September

Consumer price indexes advanced in 10 of the 14 regional cities between August and September while reflecting a general deceleration in the recent upward trend of prices. Movements ranged from a decline of 0.3 per cent in Saint John to a 1.3 per cent increase in Regina. In ten cities the advance was: 0.2 in St. John's; 0.1 in Quebec City; 0.1 in Montreal; 0.5 in Ottawa; 0.3 in Winnipeg; 1.0 in Saskatoon; 1.3 in Regina; 0.2 in Edmonton; 0.4 in Calgary; and 0.9 in Vancouver. There were declines of 0.1 in Halifax; 0.3 in Saint John; and 0.1 in Thunder Bay, while in Toronto the index was unchanged. The percentage increase from September 1974 to September 1975 was: 12.4 in St. John's; 9.5 in Halifax; 12.0 in Saint John; 10.7 in Quebec City; 11.2 in Montreal; 9.7 in Ottawa; 10.2 in Toronto; 9.9 in Thunder Bay; 12.2 in Winnipeg; 11.6 in Saskatoon; 11.2 in Regina; 11.2 in Edmonton; 12.1 in Calgary; 10.9 in Vancouver.

Employment, September

The estimated seasonally adjusted employment level on September 20, was 9,395,000, an increase of 97,000 from August, Statistics Canada reported. Employment increased by 49,000 among those 25 and over, while the level for those aged 14 to 24 increased by 48,000.

On a provincial basis, employment increased in Ontario by 36,000; in Quebec by 34,000; in Newfoundland by 6,000; in Nova Scotia by 4,000; in Saskatchewan by 4,000; and in New Brunswick by 3,000. The number employed declined in British Columbia by 6,000 while in Alberta, Manitoba, and Prince Edward Island, there was little change.

Without seasonal adjustment, the labour force was estimated at 9,996,000 with 9,410,000 employed and 586,000 unemployed—an unemployment rate of 5.9 per cent compared with 4.5 per cent in September 1974. In August of this year, the labour force was estimated at 10,402,000 with 9,779,000 employed and 623,000 unemployed—an unemployment rate of 6.0 per cent.

Unemployment, September

The seasonally adjusted unemployment rate for Canada has remained unchanged since March of this year. In September it was 7.2 per cent, a decrease of 0.1 per cent from August. The rate for those 14 to 24 and 25 and over, decreased by 0.2 per cent to 12.5 per cent and 5.2 per cent respectively. The rate for men 25 years and over, and women in the same age group also decreased by 0.2 per cent to 5.4 per cent and 4.6 per cent, respectively.

The unemployment rate decreased by 2.2 per cent to 18.8 per cent in Newfoundland; by 1.5 per cent to 10.4 per cent in New Brunswick; by 0.8 per cent to 1.9 per cent in Saskatchewan; by 0.7 per cent to 3.4 per cent in Alberta; and by 0.4 per cent to 5.8 per cent in Ontario. The rate increased by 0.4 per cent to 9.3 per cent in Quebec; by 0.4 per cent to 9.6 per cent in British Columbia; and by 0.2 per cent to 8.1 per cent in Nova Scotia; Manitoba, at 3.5 per cent was unchanged.

The seasonally adjusted level of unemployment for Canada was 732,000, a decrease of 4,000 from August. Unemployment declined among those 25 and over by 11,000 to 381,000 while the level for those aged 14 to 24 increased by 2,000 to 351,000. Unemployment decreased in Ontario by 12,000; in Alberta by 5,000; in New Brunswick by 4,000; and in Saskatchewan by 3,000. The level increased in Quebec by 13,000 and in British Columbia by 5,000, In Manitoba, Nova Scotia and Prince Edward Island, there was little or no change.

During September the Minister of Labour appointed conciliation officers to deal with the following disputes:

National Harbours Board, Ottawa, Ont., and Public Service Alliance of Canada (representing a unit of employees categorized as Head Office Staff) (Conciliation Officer: R. Tennant).

Eldorado Nuclear Limited, Port Hope, Ont., and United Steelworkers of America, Local 13173 (Conciliation Officer: H.A. Fisher).

Ottawa Valley Television Company Limited, Pembroke, Ont., and National Association of Broadcast Employees and Technicians (Conciliation Officer: H.R. Bartenbach).

Seaspan International Limited, North Vancouver, B.C., and Office and Technical Employees Union, Local 15 (representing a unit of clerical employees) (Conciliation Officer: A.A. Franklin).

Atomic Energy of Canada Limited and Oil, Chemical and Atomic Workers International Union, Glace Bay Local 9-785 (representing a unit of employees at the Glace Bay Heavy Water Plant)(Conciliation Officers: C.A. Ogden and R.L. Kervin).

Eastern Telephone and Telegraph Company, Sydney, N.S., and International Brotherhood of Electrical Workers, Local 2096.

Eastern Aviation Contractors Limited, St. John's, Nfld., and International Association of Machinists and Aerospace Workers (Conciliation Officer: W.J. Gillies).

Canadian Pacific Limited (British Columbia Coast Steamship Service), Vancouver, B.C., and Vancouver Canadian Pacific Shipyard Workers' Union, Local 1552 (CLC)(Conciliation Officer: J.M. Collins).

Imperial Roadways Ltd. and Teamsters Union Local 938 (representing a unit of employees in Metropolitan Toronto)(Conciliation Officer: H.A. Fisher).

Charterways Transportation Limited (Air Terminal Transport and Airlines Services Divisions), Mississauga, Ont., and Canadian Brotherhood of Railway, Transport and General Workers (representing a unit of maintenance employees and airport skycaps) (Conciliation Officer: K. Hulse).

Atlantis Transportation Services Inc., Oshawa, Ont., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: H.R. Bartenbach).

La Voix de l'Est Ltée, department Radio CHEF, Granby, Que., and le Syndicat général des communications, section CHEF (CSN)(Conciliation Officer: M. Archambault).

Voyageur Inc. (Abitibi Region), Montréal, Qué., and Canadian Brotherhood of Railway, Transport and

General Workers (Conciliation Officer: S.T. Payne).

Maple Leaf Mills Limited, Komoka, Ont., and Inter- national Chemical Workers Union, Local 552 (Conciliation Officer: K. Hulse).

Canadian Propane Gas and Oil Limited and General Truck Drivers and Helpers Union, Local 31 (representing a unit of employees in the Yukon Territory)(Conciliation Officer: D.H. Cameron).

Settlements by conciliation officers Maritime Employers Association, Port of Saint John, N.B., and International Longshoremen's Association, Local 1764 (representing a unit of employees including checkers and cargo repairmen and a unit of maintenance employees with Brunterm Limited) (Conciliation Officer: R.L. Kervin)(LG, November).

Alberta Wheat Pool, Vancouver, B.C., and Grain Workers Union, Local 333 (representing a unit of office employees)(Conciliation Officer: J.M. Collins) (LG, November).

National Harbours Board, Vancouver, B.C., and Vancouver Harbour Employees Association, Local 517, ILWU (representing the Outside Group and Office Group) (Conciliation Officers: D.H. Cameron and J.M. Collins (LG, November).

Eastern Asbestos Interprovincial Inc., St-Hubert, Qué., and Transport Drivers, Warehousemen and General Workers (Conciliation Officer: S.T. Payne)(LG, November).

KLM Royal Dutch Airlines and International Association of Machinists and Aerospace Workers (representing a unit of freight handling department employees at Toronto and Montréal International Airports) (Conciliation Officer: G.R. Doucet)(LG, November).

Consolidated Aviation Fueling of Toronto Limited, Toronto International Airport, Malton, Ont., and International Association of Machinists and Aerospace Workers (representing a unit of fueling and fueling maintenance employees)(Conciliation Officer: H.R. Bartenbach)(LG, November).

Western Airlines Inc., and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (representing a unit of employees classified as customer service representatives, senior customer service representative, customer service representative secretary in Calgary)(Conciliation Officer: A.A. Franklin)(LG, October).

Federal Terminals (Division of Federal Commerce and Navigation Co. Limited), Port-Cartier, Qué., and United Steel Workers of America, Local 5197 (Conciliation Officers: G.R. Doucet and S.T. Payne) (LG, September).

Clarke Steamship Company Limited, Mr. Gilbert Arsenault, Logistec Corporation and Terminus Maritime Inc., Sept-Iles, Qué., and United Steelworkers of America, Local 5197 (Conciliation Officers: G.R. Doucet and S.T. Payne)(LG, September).

Messabec Limitée, Montréal, Qué., and Seafarers' International Union of Canada (Conciliation Officer: M. Archambault)(LG, July).

Canadian Broadcasting Corporation, Montréal, Qué., and l'Association des Réalisateurs de la Radio (Conciliation Officer: G.R. Doucet)(LG, July).

Disputes in which there was no further conciliation action under Canada Labour Code (Part V - Industrial Relations). Byrnes & Hall Corporation Limited, Edmonton, Alta., and United Brotherhood of Carpenters and Joiners of America, Local 2499.

British Airways-British Overseas Corporation, Toronto International Airport, Toronto, Ont., and International Association of Machinists and Aerospace Workers (Conciliation Officer: H.A. Fisher)(LG, October).

All Provinces Auto Terminals Ltd., Concord, Ont., and Teamsters Union Local 938 (representing a unit of office and clerical employees) (Conciliation Officer: H.A. Fisher) (LG, September).

Settlements reached following decision to take no further conciliation action under Canada Labour Code (Part V - Industrial Relations). Byrnes and Hall Construction Limited, Edmonton, Alta., and United Brotherhood of Carpenters and Joiners of America (see above).

Cominco Ltd. (Pine Point Operations), Pine Point, N.W.T., and United Steelworkers of America (settled with the assistance of D.H. Cameron)(LG, November).

Dispute lapsed following decision to take no further conciliation action under Canada Labour Code (Part IV - Industrial Relations). Midland Superior Express Limited, Calgary, Alta., and General Teamsters, Local 362; General Drivers, Warehousemen and Helpers, Local 979; and Chauffeurs, Teamsters and Helpers, Local 395 (representing line haul owner/operators in Alberta, Saskatchewan and Manitoba)(LG, August).

Conciliation commissioner appointments. Smit & Cory International Port Towage Limited, Halifax, N.S., and Seafarers' International Union of Canada (Conciliation Commissioner: Lorne O. Clarke, Q.C.)(LG, October).

Larivière Transport Ltée, Montebello, Qué., and Transport Drivers, Warehousemen and General Workers, Local 106 (Conciliation Commissioner: Pierre Dufresne; (LG, October).

Atomic Energy of Canada Limited (Heavy Water Plant), Port Hawkesbury, N.S., and Oil, Chemical and Atomic

Workers International Union, Local 9-832 (Conciliation Commissioner: D. Merlin Nunn)(LG, October).

Conciliation commissioner reports received. Canadian Pacific Air Lines, Limited, Vancouver Inter- national Airport, Vancouver, B.C., and Canadian Air Line Flight Attendants (Conciliation Commissioner: Professor Joseph C. Smith)(LG, October).

Multiple Access Limited (Broadcasting Division CFCF-TV, CFCF-AM, CFQR-FM, CFCX, Montréal, Qué., and National Association of Broadcast Employees and Technicians (Conciliation Commissioner: Pierre Dufresne)(LG, November).

Conciliation commissioner settlements. Cominco Ltd. (Con-Rycon Property), Yellowknife, N.W.T., and United Steelworkers of America (Conciliation Commissioner: D.A. Stewart)(LG, November).

Canadian Pacific Air Lines, Limited, Vancouver Inter- national Airport, Vancouver, B.C., and Canadian Air Line Flight Attendants Association (Conciliation Commissioner: Professor Joseph C. Smith)(see above).

Dispute lapsed at conciliation commissioner stage. Big Valley Supply and Enterprises Limited, Calgary, Alta., and General Teamsters, Local 362 (LG, October).

Appointment of mediator under Sec. 195. Canadian National Railway Company and United Trans- portation Union (representing a unit of bus drivers in Road Cruiser Highway Bus Service in Newfoundland) (Mediator: A.R. Gibbons)(LG, November).

S.M.T. (Eastern) Limited, Saint John, N.B., and Amalgamated Transit Union, Local Division 1229 (representing a unit of bus drivers, maintenance express and ticket agents)(Mediators: M.K. Carson and R.L. Kervin)(LG, November).

Atomic Energy of Canada Limited (Commercial Products), Ottawa, Ont., and Ottawa Atomic Workers Union, Local 1541 (CLC)(Mediator: T.B. McRae)(LG, November).

Settlements reached by mediator under Sec. 195. Canadian National Railway Company and United Trans-portation Union (representing a unit of bus drivers in Road Cruiser Highway Bus Service in Newfoundland) (Mediator: A.R. Gibbons assisted by W.J. Gillies) (see above).

S.M.T. (Eastern) Limited, Saint John, N.B., and Amalgamated Transit Union, Local 1229 (representing a unit of bus drivers, maintenance, express and ticket agents)(Mediators: M.K. Carson and R.L. Kervin)(see above).

Atomic Energy of Canada Limited (Commercial Products), Ottawa, Ont., and Ottawa Atomic Workers Union, Local 1541 (CLC)(Mediator: T.B. McRae)(see above).

The Labour Gazette will no longer carry a conciliation section. The conciliation list will continue to be published by the Department, however, in the form of a separate monthly bulletin, and will be available on request from the Publications Division, Labour Canada, Ottawa K1A 0J2.

Additions to the Library

LIST NO. 319

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly from Labour Canada by contacting the Library, Labour Canada, Ottawa, Ontario, K1A 0J2. Please indicate the publication number and the month listed.

ACCIDENT PREVENTION

1. Occupational safety and health act; trends and developments. McNeill Stokes, chairman. New York, Practising Law Institute, 1974. 232p.

2. U.S. Congress. Senate. Committee on Labor and Public Welfare. Subcommittee on Labor. Occupational safety and health act review, 1974. Hearings, Ninety- third Congress, second session on a review of the Occupational safety and health act of 1970, S. 586... S. 3654... legislation amending the Occupational safety and health act and appendix. Washington, G.P.O., 1974. 1238p.

ACCIDENTS

3. Oi, Walter Yasuo. On the economics of industrial safety. Princeton, N.J., Princeton University, Industrial Relations Section, 1974. 62p.

CERTIFICATION

4. U.S. National Labor Relations Board. Office of the General Counsel. An outline of law and procedure in representation cases. Washington, G.P.O., 1975. 1 v.

COLLECTIVE AGREEMENTS

5. Ontario. Ministry of Labour. Research Branch. Major medical, prescription drug and dental plans in Ontario collective agreements, April 1975. Toronto, 1975. 18p.

COLLECTIVE BARGAINING

6. Final-offer arbitration; the effects on public safety employee bargaining, by James L. Stern and others. Lexington, Mass., Lexington Books, 1975. 223p.

7. Myers, Donald A. Teacher power: professionalization and collective bargaining. Lexington, Mass., Lexington Books, 1973. 199p.

8. National Conference on Human Relations for Labour and Management. 9th, Toronto, 1975. Papers and proceedings of the ninth National Conference on Human Relations for Labour and Management, "Equal opportunity for all", April 28, 29, 1975, Toronto. Toronto, Canadian Council of Christians and Jews, 1975. 41p.

COST OF LIVING ADJUSTMENT

9. Ontario. Ministry of Labour. Research Branch. Selected cost of living provisions in Ontario collective agreements, May 1975. Toronto, 1975. 13p.

DISCRIMINATION IN EMPLOYMENT

10. Oehmke, Thomas H. Sex discrimination in employment. 1st ed. Detroit, Trends Publishing Co., 1974. 134p.

DIVISION OF LABOUR

11. Herman, Bohuslav. The optimal international division of labour. Foreward by Jan Tinbergen. Geneva, International Labour Office, 1975. 155p.

EMPLOYEE OWNERSHIP

12. Il était une fois la révolution. Paris, Editions Gilles Tautin, 1974. 254p.

EMPLOYEES' REPRESENTATION IN MANAGEMENT

13. Norstedt, Jan-Peder. The Saab-Scania report; experiment with modified work organizations and work forms. Final report by Jan-Peder Norstedt and Stefan Agurén. Stockholm, Swedish Employers' Confederation, Technical Department, 1973. 50p.

14. Radice, Giles. Working power; policies for industrial democracy. London, Fabian Society, 1974. 21p.

EMPLOYMENT FORECASTING

15. Ahamad, Bashir. The practice of manpower forecasting; a collection of case studies, edited by Bashir Ahamad and Mark Blaug. Amsterdam, Elsevier, 1973. 345p.

FREEDOM OF ASSOCIATION

16. Bureau internationale du travail. La liberté syndicale: une étude internationale. Genève, 1975. 63p.

HUMAN ENGINEERING

17. Cazamian, Pierre Firmin Adolphe. Leçons d'ergonomie industrielle: une approche globale. Paris, Editions Cujas, c1974. 155p.

INDUSTRIAL RELATIONS

18. Hameed, Syed Mohammad Abdul, ed. Canadian industrial relations: a book of readings. Toronto, Butterworth, 1975. 378p.

19. ...Labour relations and the librarian; proceedings of a second seminar sponsored by the Institute of Professional Librarians of Ontario, May 12-15, 1974, held at Wilfrid Laurier University, Waterloo, Ontario. Toronto, Institute of Professional Librarians of Ontario, 1974. 80p.

20. Mericle, Kenneth Scott. Conflict regulation in the Brazilian industrial relations system. Ann Arbor, University Microfilms, 1975. 348p.

21. Moberly, Robert B. Public employment labor relations, by Robert B. Moberly and Charles C. Mulcahy. Madison, Advance Training Seminars, State Bar of Wisconsin, 1974. 258p.

22. Pendleton, Edwin Charles. Labor relations under stress: Hawaii's teachers, 1972-73. Honolulu, Industrial Relations Center, College of Business Administration, University of Hawaii, 1974. 37p.

23. U.S. Congress. Senate. Committee on Labor and Public Welfare. Subcommittee on Labor. National public employment relations act, 1974. Hearings before the Subcommittee on Labor of the Committee on Labor and Public Welfare, United States Senate, Ninety-third Congress, second session on S.3295 ... S.3294. Washington, G.P.O., 1974. 403p.

INSURANCE, HEALTH

24. Davis, Karen. National health insurance: benefits, costs and consequences. Washington, Brookings Institution, 1975. 182p.

INSURANCE, UNEMPLOYMENT

25. Organization for Economic Cooperation and Development. Unemployment benefits and related payments in seven major countries, by Axel Mittelstadt. Surplus and deficits in the balance of payments; definition and significance of alternative concepts, by Erwin Veil. Comparability of consumer price indices in OECD countries, by Charlotte Vannereau. Paris, 1975. 56p.

26. Upjohn Institute for Employment Research. Unemployment Insurance Research Advisory Committee. Strengthening unemployment insurance: program improvements; report on recommendations. Kalamazoo, Mich., 1975. 55p.

JOB SECURITY

27. Employment security in the public sector; a symposium. Edited by Joseph Adler and Robert E. Doherty. Ithaca, Cornell University, New York State School of Industrial and Labor Relations, 1974. 41p.

LABOUR CONDITIONS

28. International Labour Office. Conditions of work and life of employees in commerce and offices. Second item on the agenda. Geneva, 1974. 81p.

29. International Labour Office. Report prepared for the Advisory Committee on Salaried Employees and Professional Workers. First item on the agenda. Geneva, 1974. 2 v.

30. International Labour Office. The welfare of workers in mines other than coal mines. Geneva, 1975. 83p.

LABOUR HISTORY

31. Langdon, Steven. The emergence of the Canadian working

class movement, 1845-1875. Toronto, New Hogtown Press, 1975. 31p.

LABOUR LAWS AND LEGISLATION

32. Ontario. Laws, Statutes, etc. The Labour relations act. Revised Statutes of Ontario, 1970, Chapter 232, March 1975. Toronto, Queen's Printer, 1975. 72p.

LABOUR ORGANIZATION

33. Feit, Edward Ewald. Workers without weapons: the South African Congress of Trade Unions and the organization of tha African workers. Hamden, Conn., Archon Books, 1975. 230p.

LABOUR TURNOVER

34. Cawsey, Thomas Frederick. A study of labour turnover in the Canadian mineral industries carried out on behalf of the Mining Association of Canada, by T. Cawsey and P.R. Richardson. London, Ont., University of Western Ontario, School of Business Administration, 1975. 1 v.

LEISURE

35. Torbert, William Rockwell. Being for the most part puppets; interactions among men's labor, leisure, and politics, by William R. Torbert, with Malcolm P. Rogers. Cambridge, Mass., Schenkham Pub. Co., distributed by General Learning Press, Morristown, N.J., 1972, c1973. 193p.

MANPOWER POLICY

36. Baetz, Reuben C. Manpower programs: equity and integration, prepared by Reuben C. Baetz and Kevin Collins. Submission to the Standing Senate Committee on National Finance, Manpower Programs. Ottawa, Canadian Council on Social Development, 1975. 72p.

37. Sexton, Jean. La politique active de main-d'oeuvre et la fonction "information": une opinion. Québec, Université Laval, Département des relations industrielles, 1975. p.245-264. (Université Laval. Département des relations industrielles. Tiré-à-part no.3)

OCCUPATION CLASSIFICATION

38. U.S. Bureau of Labor Statistics. General wage index; occupation classification system manual. Washington, G.P.O., 1975. 1 v.

OLD AGE PENSIONS

39. Providing adequate retirement income; pension reform in the United States and abroad, by James Schulz and others. Hanover, N.H., Published for Brandeis University Press by the University Press of New England, 1974. 330p.

OLDER WORKERS

40. International Labour Office. Problems and opportunities of employment and re-employment of older workers in commerce and offices. Third item on the agenda. Geneva, 1974. 43p.

OPEN AND CLOSED SHOP

41. Northrup, Herbert Roof. Open shop construction, by Herbert R. Northrup and Howard G. Foster. Philadelphia, Industrial Research Unit, Wharton School, University of Pennsylvania; distributed by University of Pennsylvania Press, 1975. 400p.

PUBLIC WELFARE

42. Axinn, June. Social welfare; a history of the American response to need, by June Axinn and Herman Levin. New York, Dodd, Mead, 1975. 319p.

43. Hepworth, H. Philip. Personal social services in Canada: a review. Ottawa, Canadian Council on Social Development, 1975. 10 v.

SHOP STEWARDS

44. Levine, Marvin J. Public manager's guide to union representation. Chicago, International Personnel Management Association, 1975. 74p.

SOCIAL INDICATORS

45. Social indicators, 1973: a review symposium. Edited by Roxann A. Van Dusen. Washington, Social Science Research Council, Center for Coordination of Research on Social Indicators, 1974. 87p.

SOCIAL SECURITY

46. Fishbein, Bette K. Social welfare abroad; comparative data on the social insurance and public assistance programs of selected industrialized democracies. White Plains, N.Y., Institute for Socioeconomic Studies, 1975. 35p.

47. U.S. Congress. Joint Economic Committee. Subcommittee on Fiscal Policy. Income security for Americans recommendations of the public welfare study; report of the Subcommittee on Fiscal Policy of the Joint Economic Committee, Congress of the United States together with supplementary views. Washington, G.P.O., 1974. 262p.

SOCIOLOGY, INDUSTRIAL

48. Matejko, Alexander. The social dimensions of industrialism. Meerut, India, Sadhna Prakashan, 1974. 269p.

UNEMPLOYMENT

49. Ginsburg, Helen. Unemployment, subemployment, and public policy. New York, New York University, School of Social Work, Center for Studies in Income Maintenance Policy, 1975. 136p.

50. U.S. Congress. Senate. Committee on Labor and Public Welfare. Subcommittee on Employment, Poverty, and Migratory Labor. Unemployment and the energy crisis, 1974: joint hearing before the Subcommittee on Employment, Poverty, and Migratory Labor and the Special Subcommittee on Human Resources of the Committee on Labor and Public Welfare, United States Senate, Ninety-third Congress, second session... Los Angeles, Calif., February 14, 1974. Washington, G.P.O., 1974, i.e. 1975. 223p.

51. U.S. National Commission for Manpower Policy. The challenge of rising unemployment; an interim report to the Congress. Washington, 1975. 28p.

UNEMPLOYMENT BENEFITS, SUPPLEMENTAL

52. National Federation of Claimants Unions. Claimants handbook for strikers. Birmingham, The Federation, 1974. 47p.

WAGE THEORIES

53. Sylos Labini, Paolo. Trade unions, inflation and productivity. Translated from the Italian by Elizabeth Henderson. Lexington, Mass., Lexington Books, 1974. 170p.

WAGES AND HOURS

54. U.S. Department of Labor. Employment Standards Administration. Private household workers; data pertinent to an evaluation of the feasibility of extending minimum wage and overtime coverage under the Fair labor standards act. Washington, G.P.O., 1974. 1 v.

WOMEN-EMPLOYMENT

55. Great Britain. Department of Employment. Women & work; overseas practice. London, H.M.S.O., 1975. 96p.

56. Sandberg, Elisabet. Equality is the goal; a Swedish report for the International Women's Year 1975. Stockholm, Sweden, Advisory Council to the Prime Minister on Equality between Men and Women, 1975. 86p.

57. Seifer, Nancy. Absent from the majority; working class women in America. New York, National Project on Ethnic America, c1973. 85p.

WORK

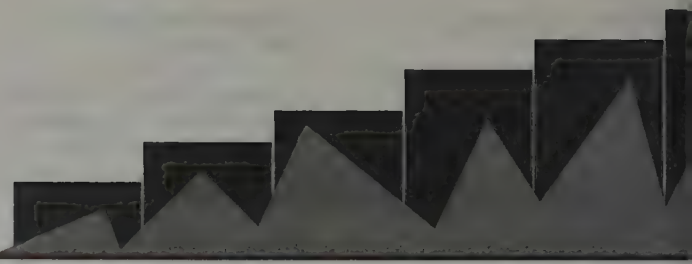
58. Glaser, Edward Maynard. Improving the quality of worklife...and in the process, improving productivity, a summary of concepts, procedures and problems, with case histories. Los Angeles, Human Interaction Research Institute, 1975. 356p.

59. Work in a changing industrial society; documents prepared for an international conference convened by the OECD, Paris, 15th-18th October 1974. Paris, OECD, 1974. 134p.

WORK SATISFACTION

60. Ontario. Ministry of Labour. Research Branch. Innovative work arrangements: a case study in job enrichment: Miracle Food Mart (subsidiary of Steinberg's Limited) Personnel Services, by Ian S.G. Meadows. Toronto, 1975. 16p.

labour statistics



Principal Items	Date	Amount	Percentage Change from Previous Month	Percentage Change from Previous Year
TOTAL CIVILIAN LABOUR FORCE*		(in thousands)		
Week ended September 20, 1975		9,996	– 3.9	+ 3.6
Employed	September 1975	9,410	– 3.8	+ 2.1
Agriculture	"	538	– 7.1	+ 4.1
Non-agriculture	"	8,871	– 3.6	+ 2.0
Paid workers	"	8,341	– 4.1	+ 2.3
At work 35 hours or more	"	7,404	+ 5.5	+ 0.5
At work less than 35 hours	"	1,530	+ 28.9	+ 10.4
Employed but not at work	"	476	– 69.8	+ 3.0
Unemployed	"	586	+ 5.9	+ 36.0
Atlantic	"	67	– 11.8	+ 15.5
Quebec	"	203	– 1.5	+ 36.2
Ontario	"	183	– 11.6	+ 35.6
Prairies	"	38	– 15.6	+ 22.6
British Columbia	"	94	+ 4.4	+ 62.1
Without work and seeking work	"	555	– 3.8	+ 33.7
On temporary layoff up to 30 days	"	31	– 32.6	+ 93.8
INDUSTRIAL EMPLOYMENT (1961 = 100)†	June 1975	145.3	+ 1.8	– 0.8
Manufacturing employment (1961 = 100)†	"	130.5	+ 1.9	– 5.4
IMMIGRATION	First Quarter 1975	43,448	–	– 4.1
Destined to the labour force	"	19,877	–	–
STRIKES AND LOCKOUTS				
Strikes and lockouts	August 1975	274	+ 0.4	+ 11.8
No. of workers involved	"	113,053	– 2.0	+ 53.0
Duration in man days	"	1,381,930	+ 6.0	+ 44.5
EARNINGS AND INCOME				
Average weekly earnings (ind. comp.)†	June 1975	202.80	+ 1.2	+ 15.0
Average hourly earnings (mfg.)†	"	5.07	+ 1.2	+ 17.9
Average weekly hours paid (mfg.)†	"	38.4	– 0.5	– 1.5
Consumer price index (1971 = 100)‡‡	September 1975	141.5	+ 0.2	+ 10.6
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	June 1975	140.5	– 0.4	+ 5.0
Total labour income (millions of dollars)†	August 1975	7,269.4	– 1.8	+ 11.8
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	August 1975	209.6	+ 0.5	– 4.6
Manufacturing	"	206.5	+ 0.5	– 4.9
Durables	"	241.6	+ 1.0	– 5.1
Non-durables	"	178.8	– 0.1	– 4.7
NEW RESIDENTIAL CONSTRUCTION**				
Starts	August 1975	17,530	–	+ 18
Completions	"	13,574	–	– 5
Under construction	"	134,888	–	– 19

*Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada, which in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
†Advance data.
‡Preliminary.
**Centres of 10,000 population or more.
‡‡Effective with the index for August 1975, the Consumer Price Index has been converted from a 1961 = 100 to a 1971 = 100 time reference base.

STRIKES AND LOCKOUTS

Statistical information on work stoppages in Canada is compiled by the Labour Data Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to 10 or more man-days. The number of workers involved includes all workers reported on strike or lockout, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

STRIKES AND LOCKOUTS, 1970-1975

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year: Strikes and Lockouts	Workers Involved	Duration in Man-Days: Man-Days	Duration in Man-Days: Percentage of Estimated Working Time
1970	503	542	261,706	6,539,560	0.39
1971	547	569	239,631	2,866,590	0.16
1972	556	598	706,474	7,753,530	0.43
1973	677	724	348,470	5,776,080	0.30
1974	1,170	1,216	592,220	9,255,120	0.46
1974:					
August	120	241	73,157	858,910	0.47
September	95	229	67,085	718,070	0.45
October	95	210	63,418	686,480	0.39
November	95	203	77,474	481,580	0.30
December	31	130	25,478	317,110	0.20
*1975:					
January	107	183	44,341	433,110	0.25
February	61	153	37,459	370,830	0.24
March	65	162	46,403	491,230	0.31
April	92	202	45,671	588,220	0.34
May	103	251	107,628	680,950	0.38
June	93	263	62,494	839,410	0.48
July	92	273	115,192	1,299,840	0.69
August	82	274	113,053	1,381,930	0.79

* Preliminary.

STRIKES AND LOCKOUTS, AUGUST, 1975, BY JURISDICTION (PRELIMINARY)

Jurisdiction	Number Beginning During Month	In Effect During Month: Strikes and Lockouts	In Effect During Month: Workers Involved	In Effect During Month: Man-Days
Newfoundland	-	8	2,499	53,160
Prince Edward Island	1	1	75	380
Nova Scotia	9	15	3,931	54,880
New Brunswick	6	11	2,332	11,850
Quebec	21	86	26,294	324,930
Ontario	26	90	30,340	271,530
Manitoba	2	8	1,828	27,990
Saskatchewan	4	8	13,390	69,490
Alberta	4	12	5,682	70,610
British Columbia	5	23	18,308	359,450
Federal	3	11	8,354	137,460
All jurisdictions	82	274	113,053	1,381,930

STRIKES AND LOCKOUTS, AUGUST, 1975, BY INDUSTRY (PRELIMINARY)

Industry	Number Beginning During Month	In Effect During Month: Strikes and Lockouts	In Effect During Month: Workers Involved	In Effect During Month: Man-Days
Forestry	-	2	850	11,850
Mines	2	19	9,092	138,360
Manufacturing	45	140	55,758	815,210
Construction	9	33	16,480	160,500
Transpn. & utilities	6	23	10,706	101,620
Trade	7	17	1,959	10,730
Finance	-	2	2,179	43,770
Service	7	25	2,739	32,550
Public administration	6	13	13,290	67,340
All industries	82	274	113,053	1,381,930

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, AUGUST, 1975 (PRELIMINARY)

Industry Employer Location	Union	Workers Involved	Duration in Man-days August	 Accumulated	Starting Date Termination Date	Major Issues Result
Forestry						
The James MacLaren Co. Ltd., Mont Laurier, Buckingham, Quebec	Carpenters Loc. 2817 ALF-CIO/CLC	600	6,600	15,600	July 11 Aug. 18	Wages, fringe benefits–
The E.B. Eddy Co., Ott. & Gatineau River, Que.	Carpenters Loc 2817 AFL-CIO/CLC	250	5,250	6,250	July 28	Not reported–
Mines						
Wabush Mines, Wabush, Newfoundland	Steelworkers Loc. 6285 AFL-CIO/CLC	575	12,730	64,470	Mar. 28	Wages–
International Nickel Co. of Canada, Sudbury, Ontario	Steelworkers Loc. 6500 AFL-CIO/CLC	175	530	1,580	July 24 Aug. 7	Protesting insufficient travel allowances– Not reported
Falconbridge Nickel Mines Ltd., Falconbridge, Ontario	Mine, Mill and Smelters Wkrs. Inion Loc. 598 Ind.	3,500	27,500	27,500	Aug. 21	Wages, fringe benefits–
NON-METAL						
Asbestos Corporation Ltd., Thetford Mines, Que.	Fed'n of Metal Trade Unions CNTU	1,956	41,080	226,900	Mar. 18	Wages, COLA clause, working conditions–
Lake Asbestos of Quebec Ltd., Black Lake, Que.	Steelworkers Loc. 7649 AFL-CIO/CLC	525	11,030	60,920	Mar. 18	Wages, COLA clause, working conditions–
Bell Asbestos Mines Ltd., Thetford Mines, Que.	Steelworkers Loc. 8026 & 7285 AFL-CIO/CLC	440	9,240	51,040	Mar. 18	Wages, COLA clause, working conditions–
Carey Canadian Mines Ltd., East Broughton, Que.	Fed'n of Metal Trade Unions CNTU	370	7,770	42,920	Mar. 18	Wages, COLA clause, working conditions–
National Asbestos Mines Ltd., Thetford Mines, Quebec	Fed'n of Metal Trade Unions CNTU	170	3,570	19,720	Mar. 18	Wages, COLA clause, working conditions–
Duval Corp. of Canada, Saskatoon, Sask.	Steelworkers Loc. 7458 AFL-CIO/CLC	310	3,760	26,890	Apr. 18 Aug. 18	Wages, Job classification– Terminated by mutual agreement
Canadian Salt Co., Windsor, Ontario	Auto Wkrs Loc. 195 & 240 CLC	323	6,460	28,100	Apr. 28	Not reported–

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, AUGUST, 1975 (PRELIMINARY) (CONT'D)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-days: August	Duration in Man-days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Aluminum Co. of Canada, St-Lawrence, Nfld.	Fed'n of Metal Trades, Mines & Chem. Prod. Union CNTU	400	8,400	23,600	June 9	Not reported–
Manufacturing						
FOOD & BEVERAGES						
Molson's Brewery, Vancouver, B.C.	Brewery Wkrs. Loc. 300 AFL-CIO/CLC	165	660	8,970	May 20 Aug. 7	Not reported– Return of workers–
General Foods Ltd., Lasalle, Quebec	Food & Allied Wkrs. Loc. P-766	450	9,450	30,830	May 27	Wages, fringe benefits–
B.C. Sugar Refinery, Vancouver, B.C.	Retail Wholesale Emps. Loc. 517 AFL-CIO/CLC	253	5,060	15,940	June 2	Wages–
Omstead Foods Ltd., Wheatley, Ontario	Teamsters Loc. 880 Ind.	420	4,200	17,220	June 17 Aug. 18	Wages, fringe benefits, other Contract issues– Terminated by mutual agreement–
Weston Bakeries Ltd., Toronto, Ontario	Teamsters Loc. 647 Ind.	340	4,080	13,600	June 23 Aug. 20	Wages, other contract issues– Not reported–
United Co-operative of Ontario, Peterborough, Ontario	Food & Allied Wkrs. Loc. P-1116 AFL-CIO/CLC	250	250	4,500	July 9 Aug. 5	Wages, fringe benefits, other contract issues– Terminated by mutual agreement–
Société Coop. Avicole Régionale St-Damase, Quebec	Fed. du commerce CSN	249	5,230	7,720	July 18	Wages, fringe benefits–
Fisheries Ass'n of B.C., Various Locations, B.C.	United Fishermen, Various locals CLC	7,000	115,000	150,000	July 25 Aug. 24	Wages, fringe benefits– Settled by mutual agreement–
Weston Bakeries Ltd., Vancouver, B.C.	Bakery Wkrs. Loc. 468 AFL-CIO/CLC	100	600	600	Aug. 22	Wages–
RUBBER						
Lawron Industries Ltd., American Wringer Div., Farnham, Quebec	Rubber Wkrs. Loc. 602 AFL-CIO/CLC	130	2,730	4,810	July 10	Not reported–
LEATHER						
Dependable Shoe Mfg., Co., Montreal, Quebec	Food Wkrs. Loc. L-102 AFL-CIO/CLC	136	2,860	10,210	May 15	Not reported–

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, AUGUST, 1975 (PRELIMINARY) (CONT'

Industry Employer Location	Union	Workers Involved	Duration in Man-days August	 Accumulated	Starting Date Termination Date	Major Issues Result
TEXTILES						
Wabasso Ltd., Trois-Rivières, Quebec	United Textile Wkrs. Loc. 322 AFL-CIO/CLC	1,000	22,140	82,850	May 8	Wages, Fringe benefits–
Esmond Mills Ltd., Granby, Quebec	Fed. Canadienne des trav. du textile CSD	450	9,450	10,350	July 30	Not reported–
FURNITURE & FIXTURES						
Interroyal Corp. Ltd., Cambridge, Ontario	Steelworkers Loc. 4163 AFL-CIO/CLC	100	900	4,700	June 9 Aug. 15	Wages, fringe benefits, COLA– Terminated by mutual agreemer
Vilas Furniture Ltd., Cowansville, Quebec	Building & Wood Wkrs. CNTU	350	7,350	8,400	July 29	Wages, incentive pay–
PAPER						
Sonoco Products Ltd., Terrebonne, Quebec	Fed. des trav. des pâtes et papier CSN	110	2,310	18,590	Sept. 9/74	Seniority, cost-of-living adjustment–
Emballage Domtar Ltée., Montréal, Québec	Chemical Wkrs. Loc. 314 AFL-CIO/CLC	225	4,730	23,190	Apr. 7	COLA clause–
Perkins Paper Ltd., Canadiac, Quebec	Fed. des trav. des pâtes et papier et de la fôret CSN	135	2,840	6,350	June 25	Not reported–
Abitibi Paper Co., (Thunder Bay Mill), Thunder Bay, Ontario	Canadian Paperwkrs Loc. 249 & 134 CLC	292	6,470	11,270	July 9	Union wants to negociate all Abitibi Mills–
Abitibi Provincial Mill, Thunder Bay, Ontario	Canadian Paperwkrs. Loc. 239 CLC	400	8,860	15,150	July 10	Union wants to bargain for all Abitibi Mills–
Abitibi Paper Co. Ltd., (Fort William Div.), Thunder Bay, Ontario	Canadian Paperwkrs. Loc. 132 AFL-CIO/CLC	252	5,580	9,360	July 11	Union wants to bargain for all Abitibi Mills–
Abitibi Pulp & Paper Co., Sault Ste-Marie, Ontario	Canadian Paperwkrs. Loc. 67 & 133 CLC	380	8,410	14,110	July 11	Union wants to bargain for all Abitibi Mills–
Abitibi Paper Co. Ltd., Iroquois Falls, Ontario	Canadian Paperwkrs. Loc. 90 & 109 CLC	900	19,930	31,500	July 13	Union wants to bargain for all Abitibi Mills–
Abitibi Forest Products Ltd., Sturgeon Falls, Ontario	Canadian Paperwkrs. Loc. 7135 CLC	358	7,930	12,280	July 15	Union wants to negotiate for all Abitibi Mills–

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, AUGUST, 1975 (PRELIMINARY) (CONT'D)

Industry Employer Location	Union	Workers Involved	Duration in Man-days August	 Accumulated	Starting Date Termination Date	Major Issues Result
Abitibi Paper Co., Smooth Rock Falls, Ont.	Canadian Paperwkrs. Loc. 32 CLC	330	7,310	11,320	July 15	Wages, fringe beenfits–
Pulp & Paper Industrial Relations Bureau, Various locations, B.C.	Pulp, Paper & Woodworkers AFL-CIO/CLC Canadian Paperwkrs. CCU	12,580	278,560	422,330	July 16	Wages–
Abitibi Provincial Paper, Thorold, Ontario	Canadian Paperwkrs. Loc. 290 CLC	700	15,500	23,000	July 17	Wages, fringe benefits–
Scott Paper Ltd., New Westminster, B.C.	Canadian Paperwkrs. Loc. 456 CLC	480	10,630	13,030	July 25	Wages, fringe benefits–
Somerville Industries Ltd., London, Ontario	Chemical Wkrs. Loc. 817 AFL-CIO/CLC	232	3,480	3,480	Aug. 10	Length of contract–
Prince Albert Pulp Co. Ltd., Prince Albert, Saskatchewan	Canadian Paperwkrs. Loc. 1120 CLC	386	5,240	5,240	Aug. 13	Severance pay–
Abitibi Paper Co., Beaupré, Québec	Canadian Paperwkrs. Loc. 138 CLC	540	4,630	4,630	Aug. 20	Wages–
Prince Wilson, Lachute, Quebec	Fed. Can. des Trav. des pâtes & papiers & de la fôret CSN	260	570	570	Aug. 26	Wages–
PRINTING & PUBLISHING						
Imprimerie Montreal-Magog Printing, Magog, Quebec	Printing & Graphic Loc 41 AFL-CIO/CLC	152	3,190	12,910	Apr. 21	Not reported–
Douze (12) Co. d'imprimeries, Québec, Québec	Syndicats nat. d'imprimerie de Québec CSN	260	5,460	20,020	May 13	Not reported–
PRIMARY METALS						
Emco Limited, London, Ontario	Steelworkers Loc. 2699 AFL-CIO/CLC	265	5,300	23,600	Apr. 24	Wages, fringe benefits–
Quebec Iron & Titanium Corp., Tracy, Quebec	Fed. of Metal Trades Mines & Chem. Prod. Union CNTU	930	19,530	59,520	June 1	Not reported–
Algoma Steel Corp. Ltd., Sault Ste-Marie, Ont.	Steelworkers Loc. 2251, 4509, 5595 AFL-CIO/CLC	6,800	19,430	19,430	Aug. 1 Aug. 5	New agreement– Terminated by mutual agreement of parties–
Maritime Steel & Foundries Ltd., New Glasgow, N.S.	Steelworkers Loc. 3172 AFL-CIO/CLC	120	120	120	Aug. 12 Aug. 12	Grievance procedures– Not reported–

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, AUGUST, 1975 (PRELIMINARY) (CONT'D

Industry Employer Location	Union	Workers Involved	Duration in Man-days August	 Accumulated	Starting Date Termination Date	Major Issues Result
METAL FABRICATING						
Quebec Wires, Trois-Rivières, Que.	Steelworkers Loc. 7092 AFL-CIO/CLC	125	2,630	21,140	Dec. 16/74	Employees locked-out, wages for females–
Greening Donald Ltd., Hamilton, Ontario	Steelworkers Loc. 3325 AFL-CIO/CLC	160	3,200	10,880	May 26	Wages–
International Hardware Co. of Canada Ltd., Belleville, Ontario	Moulders & Allied Wkrs. Loc. 428 AFL-CIO/CLC	226	230	9,720	June 2 Aug. 5	Wages– Settled by mutual agreement of parties–
Robb Engineering Works Ltd., Amherst, N.S.	Steelworkers Loc. 4122 AFL-CIO/CLC	170	3,570	7,480	June 28	Wages, other contract issues–
The Pedlar People Ltd., Oshawa, Ontario	Steelworkers Loc. 2784 AFL-CIO/CLC	155	1,860	5,430	June 30 Aug. 20	COLA clause, wages– Not reported–
Waltec Industries Ltd., Cambridge, Ontario	Steelworkers Loc. 4045 AFL-CIO/CLC	114	2,280	4,790	July 2	Wages, COLA clause–
Robert Mitchell CO. Ltd., Ville St-Laurent, Que.	Sheet Metal Workers Loc. 116 AFL-CIO/CLC	463	6,480	6,480	Aug. 12	Wages–
Croname Donald Ltd., Waterloo, Quebec	Steelworkers Loc. 5207 AFL-CIO/CLC	105	1,520	1,520	Aug. 15	Wages fringe benefits–
Abex Industries of Canada Ltd., Niagara Falls, Ontario	Chemical Wkrs. Loc 175 AFL-CIO/CLC	125	1,380	1,380	Aug. 15	Wages–
MACHINERY						
National Cash Register, Etobicoke, Ontario	Graphic Arts Loc. 28 B AFL-CIO/CLC	121	120	10,520	Apr. 1 Aug. 5	Wages, fringe benefits– Return of workers following mediation–
Farr Company Limited, Ville de Laval, (Montreal), Quebec	CSN CNTU	100	2,100	9,800	Apr. 14	Not reported–
Orenstein & Koppel Canada Ltd., Dundas, Ontario	Machinists Loc. 1740 AFL-CIO/CLC	143	2,860	2,860	June 9	Management rights–
Canadian Blower & Forge Co., Kitchener, Ont.	Steelworkers Loc. 3534 AFL-CIO/CLC	255	5,100	5,100	June 13	Wages, fringe benefits, dissatisfaction with progress of negotiations–
Canadian Ingersoll Rand Co., Sherbrooke, Quebec	Steelworkers Loc. 6670 AFL-CIO/CLC	577	4,620	4,620	Aug. 20	Wages–

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, AUGUST, 1975 (PRELIMINARY) (CONT'D)

Industry Employer Location	Union	Workers Involved	Duration in Man-days August	 Accumulated	Starting Date Termination Date	Major Issues Result
TRANSPORTAION EQUIP.						
Pratt & Whitney of Canada Ltd., (formerly United Aircraft), Longueuil, Quebec	Auto Workers Loc. 510 CLC (Production Workers)	742	13,360	731,380	Jan. 7/74 Aug. 28	Union security, wages, cost-of-living clause– Wage Increases–
Dep't of National Defence, Halifax, N.S. & Esquimalt, B.C.	Dockyards Trades & Labour Council CLC	200	1,400	10,600	May 28 Aug. 13	Wages– Not reported–
Hawker Siddeley Canada Ltd., Thunder Bay, Ontario	U.A.W. Loc. 1075 CLC	533	11,190	33,850	June 2	Wage, fringe benefits–
Ferguson Industries Ltd., Pictou, N.S.	Steelworkers Loc. 4702 CLC	350	5,600	15,400	June 23 Aug. 22	Wages, fringe benefits– Not reported–
Aimco Automotive Industries, Mississauga, Ontario	Steelworkers Loc. 7574 AFL-CIO/CLC	160	2,400	5,920	July 2 Aug. 25	Wages– Terminated by mutual agreement of parties–
Hawker Siddeley Canada Limited, Trenton, N.S.	Steelworkers Loc. 1231 AFL-CIO/CLC	204	410	410	Aug. 12 Aug. 15	Wage rate– Not reported–
Hawker Siddeley Canada Ltd., Trenton, N.S.	Steelworkers Loc. 1231 AFL-CIO/CLC	150	150	150	Aug. 14 Aug. 15	Dispute over alleged grievances– Not reported–
De Havilland Aircraft of Canada Ltd., Downsview, Ontario	Auto Workers Loc. 112 CLC	1,691	9,300	9,300	Aug. 22	Wages, COLA clause–
Davie Shipbuilding Ltd., Lauzon, Quebec	Fed. of Metal Trades, Mines & Chem. Prod. CNTU	2,200	8,800	8,800	Aug. 26	Lack of safety, after the death of a worker–
Canadian Fram Ltd., (Div. of Bendix Corp.) Chatham, Ontario	Auto Workers Loc. 127 CLC	400	1,200	1,200	Aug. 27	Wages–
ELECTRICAL PRODUCTS						
GTE Automatic Electric (Canada) Ltd., Brockville, Ontario	I.U.E. Loc. 526 AFL-CIO/CLC	1,144	8,010	62,920	May 26 Aug. 13	Wages, fringe benefits, union jurisdiction, other contract issues– Mediator was appointed to resolve the dispute–
Brown Boveri (Canada) Ltée., Lachine, Quebec	Fed. of Metal Trades, Mines & Chem. Prod. CNTU	500	500	12,000	July 1 Aug. 4	Wages, fringe benefits– Settled by mutual agreement–
Gould Manufacturing of Canada Ltd., Fort Erie, Ontario	Steelworkers Loc. 5049 AFL-CIO/CLC	120	960	960	Aug. 20	Wages–

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, AUGUST, 1975 (PRELIMINARY) (CONT'D

Industry Employer Location	Union	Workers Involved	Duration in Man-days August	 Accumulated	Starting Date Termination Date	Major Issues Result
Phillips Cables Ltd., Brockville, Ontario	I.U.E. Loc 510 AFL-CIO/CLC	553	550	550	Aug. 29	Wages and appropriate dates for application of COLA–
NON-METALLIC MINERAL PROD.						
Can-Force Products Ltd., Edmonton, Alta.	Iron Wkrs. Loc. 776 AFL-CIO/CLC	100	2,100	3,500	July 12	Wages–
Canada Cement Lafarge Ltd., Fort Whyte, Man.	Cement Wkrs. Loc. 274 AFL-CIO/CLC	100	2,000	2,000	Aug. 2	Wages, fringe benefits–
Canada Cement Lafarge Co. Ltd., Exshaw, Alta.	Cement Wkrs. Loc. 331 AFL-CIO/CLC	120	1,290	1,290	Aug. 17	Wages–
Francon Ltée., Montréal, Québec	CSN	800	800	800	Aug. 22 Aug. 23	In sympathy with St-Gabriel de Brandon workers– Return of workers–
CHEMICAL PRODUCTS						
Electrical Reduction Co. of Canada, Long Harbour, NFLD.	Steelworkers Loc. 7428 AFL-CIO/CLC	387	8,130	27,090	May 23	Wages, safety conditions–
Gulf Oil Canada Ltd., Shawinigan, Quebec	Fed'n of Metal Trades Mines & Chem. Prod. Union CNTU	325	6,380	20,810	June 2	Not reported–
Brockville Chemicals Ltd. Maitland, Ontario	Chemical Wkrs. Loc. 721 AFL-CIO/CLC	155	3,100	3,260	July 31	Wages length of contract–
MISCELLANEOUS MFRG.						
C.C.M. Cho-Wood Products, Ltd., St-Jean, Quebec	Woodworkers Loc. 78 AFL-CIO/CLC	285	5,990	12,260	July 2	Wages, seniority, other contract issues–
Construction						
Labour Relation Council of Winnipeg Builders Exchange, Winnipeg, Manitoba	Sheet Metal Workers Loc. 511 AFL-CIO/CLC	450	9,450	38,250	May 1	Wages–
Labour Relation Council of Winnipeg Builders Exchange, Winnipeg, Manitoba	Carpenters Loc. 343 AFL-CIO/CLC	1,000	11,000	75,000	May 1 Aug. 18	Wages, other contract issues– Settled by mutual agreement–
Stephens Construction and 9 other sites, Sydney, N.S.	Painters Loc. 1945 AFL-CIO/CLC	161	3,380	11,130	May 26	Wages, other contract issues–

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, AUGUST, 1975 (PRELIMINARY) (CONT'D)

Industry Employer Location	Union	Workers Involved	Duration in Man-days August	Duration in Man-days Accumulated	Starting Date Termination Date	Major Issues Result
Construction Ass'n of Thunder Bay, Thunder Bay, Ontario	Structural Iron Wkrs. Loc. 759 AFL-CIO/CLC	275	1,380	13,210	June 2 Aug. 11	Wages, language of the contract- Ordered to accept contract by provincial board of union–
Mechanical Contractors Ass'n of Alberta, Various locations, Alta.	Plumbers Loc. 488 AFL-CIO/CLC	2,000	32,000	116,000	June 3 Aug. 25	Wages, other contract issues– wage increases–
Various Mechanical Contractors in the Niagara Peninsula	Sheet Metal Wkrs. Union Loc. 537 AFL-CIO/CLC	200	4,000	11,600	June 3	Wages,
Members of Sault Ste-Marie Builders Exchange, Sault Ste-Marie, Ontario	Carpenters Loc. 446 CLC	350	2,100	15,400	June 9 Aug. 12	Wages– Settled by mutual agreement of parties
Alta Contruction Labour Relations Ass'n, Edmonton, Alta.	Painters Loc. 1016 AFL-CIO/CLC	300	6,300	17,100	June 11	Wages–
N.S. Construction Management Labour Bureau, Cape Breton, N.S.	Laborers Loc. 1115 AFL-CIO/CLC	120	2,520	6,720	June 12	In support of contract demands–
Nfld. Contruction Labor Relations Ass'n., Province Wide, Nfld.	Plumbers, Loc. 740 AFL-CIO/CLC	1,000	21,000	53,000	June 17	Not reported–
Architectural Glass & Metal Contractors Association, Willowdale, Ontario	Painters Loc. 1819 AFL-CIO/CLC	275	5,500	14,300	June 17	Wages, fringe benefits–
Alta Contruction Labour Relations Assoc., Edmonton, Alta.	Asbestos Wkrs. Loc. 110 AFL-CIO/CLC	200	4,200	10,200	June 19	Wages, fringe benefits–
Alta Construction Labour Relations Assoc., Northern Alta.	I.B.E.W. Loc. 424 AFL-CIO/CLC	1,600	19,200	65,600	June 20 Aug. 19	Not reported– Not reported–
Mechanical Contractors Ass'n of Alta, Calgary, Alta.	Plumbers Loc. 496 AFL-CIO/CLC	1,000	3,000	31,000	June 21 Aug. 6	Wages, fringe benefits– Terminated by mutual agreement–
Alta Construction Labour Relations Assoc., Northern Alta.	Laborers Loc. 92 AFL-CIO/CLC	225	230	4,510	July 7 Aug. 5	Wages, fringe benefits & other contract issues– Workers returned for 30 days to allow further negotiations–
Can-Atom Mon Max, Glace Bay, N.S.	Laborers Loc. 1115 AFL-CIO/CLC	162	3,400	6,480	July 7	Wages, fringe benefits–
Kingston Construction Assoc., Kingston, Ont.	Laborers Loc. 247 AFL-CIO/CLC	300	3,600	7,800	July 14 Aug. 20	Wages– Return of workers following mediation–

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, AUGUST, 1975 (PRELIMINARY) (CONT'D)

Industry Employer Location	Union	Workers Involved	Duration in Man-days August	 Accumulated	Starting Date Termination Date	Major Issues Result
Toronto Construction Ass'n., Toronto, Ont.	Carpenters 7 locals AFL-CIO/CLC	4,000	8,000	64,000	July 14 Aug. 6	Wages, fringe benefits– Wage increases, fringe benefits–
Heavy Construction Ass'n of Windsor, Windsor, Ontario	Int. Operating Engineers Loc. 793 AFL-CIO/CLC	300	6,000	10,200	July 14	Wages–
Niagara Structural Steel Co. Ltd., Douglas Point, Ontario	Int. Opearting Engineers Loc. 793 AFL-CIO/CLC	125	2,500	2,630	July 31	Protesting manning of equipment–
St-Paul Construction Ltée., Granby, Québec	National Fed. of Building & Wood Workers CNTU	175	3,500	3,500	Aug. 4	Wages, fringe benefits–
Lorneville Area Bargaining Authority, Coleson Cove, N.B.	Carpenters Loc. 2262 AFL-CKL/CLC	1,000	1,000	1,000	Aug. 12 Aug. 13	Dispute over a specific job– Return of workers–
Lorneville Area Bargaining Authority, Point Lepreau, N.B.	Laborers Other Trades Unions	300	150	150	Aug. 14 Aug. 14	Jurisdictional Dispute– Return of workers–
Lorneville Area Bargaining Authority, point Lepreau, N.B.	Laborers, Other Trades Unions	300	450	450	Aug. 15 Aug. 16	Jurisdictional Dispute– Return of workers–
Lorneville Area Bargaining Authority, point Lepreau, N.B.	Laborers Other Trades Unions	300	2,400	2,400	Aug. 20	Jurisdictional dispute–
Transp. & Utilities						
TRANSPORTATION						
Commission de transport de la communauté urbaine de Montréal, Montréal, Québec	Brotherhood of Bus Driver & Metro Operator Ind.	3,400	29,140	29,140	Aug. 20 Aug. 31	Wages– Return of workers–
COMMUNICATION						
Télémétropole Inc. (CFTM), Montréal, Qué.	Public Emps. CLC	320	7,090	25,500	May 12	Wages–
Tél. du Nord du Qué. Inc. Val d'Or, Qué.	Comm. Workers Loc. 11 CLC	365	8,080	9,640	July 26	Wages–

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, AUGUST, 1975 (PRELIMINARY) (CONT'D)

Industry Employer Location	Union	Workers Involved	Duration in Man-days August	 Accumulated	Starting Date Termination Date	Major Issues Result
Maritime Telegraph & Telephone Co. Ltd., Various locations, N.S.	I.B.E.W. Loc. 1030 AFL-CIO/CLC	1,918	32,200	32,200	Aug. 8	Wages, fringe benefits–
POWER, GAS, WATER						
Transport Labour Relations, Various Locations, B.C.	Teamsters Loc. 21, 213 351, Ind.	250	5,000	7,500	July 21	Gas companies protesting union refusal to bargain–
Atomic Energy of Canada Ltd., Mississauga, Ont.	Society of Professional Eng. & Asso.	310	4,220	5,740	July 22 Aug. 30	Wages other contract issues–
Atomic Energy of Canada Ltd., Ottawa & South March, Ontario	Oil, Chem & Atomic Wkrs. Loc. 1541 AFL-CIO/CLC	240	4,290	4,290	Aug. 7	Wages, vacations, length of contract & job classification rates of pay–
Trade						
Les propriétaires de garage de Rimouski, (10 co.), Rimouski, Qué.	Syn. Nat. des emps. de garage de Rimouski Inc. CSN	200	1,000	1,000	Aug. 25	Wages, fringe benefits–
Twenty Automobiles Agencies, Quebec, Que.	Centrale des syndicats démocratiques	500	500	500	Aug. 27 Aug. 28	Wages, COLA clause– Return of mechanics–
B.C. Food Industry Labour Council, Vancouver and Victoria Areas, B.C.	Food Workers Loc. 212 AFL-CIO/CLC	700	1,400	1,400	Aug. 28	Wages–
Finance						
INSURANCE & REAL ESTATE						
Les Prévoyants du Canada, Montréal, Québec	Fed'n du Commerce CSN	190	3,990	16,150	Apr. 22	Wages–
Insurance Corp. of B.C. Province Wide, B.C.	Office Emps. AFL-CIO/CLC	1,989	39,780	143,210	May 20	Not reported–
Service						
HEALTH & WELFARE						
Flin Flon General Hosp., Flin Flon, Manitoba	Retail Clerks Loc. 832 AFL-CIO/CLC	130	2,880	6,600	June 20	Wages, other contract issues–

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, AUGUST, 1975 (PRELIMINARY)(CONC

Industry Employer Location	Union	Workers Involved	Duration in Man-days August	 Accumulated	Starting Date Termination Date	Major Issues Result
BUSINESS						
Brink's Canada Ltd., Montreal, Quebec	Teamsters Loc. 931 Ind.	180	3,780	12,600	May 23	Working conditions, wages, fringe benefits–
Canadian Standards Ass'n, Rexdale, Ontario	C.U.P.E. Loc. 967 CLC	225	230	230	Aug. 6 Aug. 7	COLA factor– Return of workers–
PERSONAL						
Cimetière Côte des Neiges, Montréal, Qué.	Service Emps. Loc. 298 AFL-CIO/CLC	200	3,000	3,000	Aug. 11	Wages, COLA clause–
ACCOMODATION & FOOD						
White Spot Restaurant Vancouver, B.C.	Canadian Food & Ass. Services CCU	1,400	11,200	11,200	Aug. 11 Aug. 21	Wages– Not reported–
Public Administration						
PROVINCIAL						
Govt. of Sask. (Public Service Comm.) Various locations, Sask.	Sask. Gov't Emps. Ass'n Ind. (Laborers)	5,169	36,180	36,180	Aug. 2 Aug. 14	Wages– Union approved appointment of mediator–
Gov't of Sask. (Public Service Commission), Various locations, Saskatchewan	Sask. Gov't Emps. Ass'n Ind. (Public Service	7,356	21,330	21,330	Aug. 6 Aug. 14	In sympathy with Sask. Gov't Labour-Service strikers– Mediator named in Labour-Service strike–
Prison de Bordeaux, Montréal, Québec	Syndicat des fonctionnaires provinciaux du Québec, Ind.	170	170	170	Aug. 29 Aug. 29	Hiring of two female guards & obligatory rotation of shifts– Return of workers–
LOCAL						
Ville de Ste-Foy, Ste-Foy, Québec	Fédération des Employés municipaux et scolaires de Québec, Ind.	170	3,570	10,030	June 9	Not reported– Not reported–

CANADA DEPARTMENT OF LABOUR PUBLICATIONS

Industrial Relations Research in Canada (annual). An inventory of industrial relations research undertaken by the Department, other government departments, academic institutions and private individuals. Free. Cat. No. L2-29/1973.

ECONOMICS AND RESEARCH BRANCH

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Strikes and Lockouts in Canada (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts show strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. (Bilingual). Price 75 cents. Cat. No. L2-1/1972.

Wage Rates, Salaries and Hours of Labour, 1974. This year the annual report containing the results of the October 1 survey of occupational wage rates and standard hours of work in selected industries appears in 35 separate booklets containing data for each of 35 major communities across Canada. The information is final; there is no preliminary report. In addition to the statistical measures presented in previous years, the 1974 report shows the median and 1st and 3rd quartiles. Information will also be shown by size of establishment and union/non-union for office employees. Various prices. (Bilingual). Cat. No. L2-5/1974 (Booklet No.).

Working Conditions in Canadian Industry, 1974. (Bilingual). Price $2.50. Cat. No. L2-15/1974.

Measuring the Quality of Working Life. Proceedings of a symposium on social indicators of working life. Ottawa, March 19 and 20, 1973. Edited by Alan H. Portigal. Price $4.00. Cat. No. L41-13/1974.

Productivity, Costs and Prices. An examination of trends in selected manufacturing industries, by Allan A. Porter. 1973. Occasional Paper No. 7. Price $3.75. Cat. No. L41-1173.

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Women in the Labour Force. Facts and Figures (1973 edition). 108 tables of statistics on many aspects of women's participation in the labour force. It includes sections on earnings, professions, manpower placements and trainees, historical data and projections. (Bilingual). Free.

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